

The Journal of **ELECTRICAL WORKERS** AND OPERATORS

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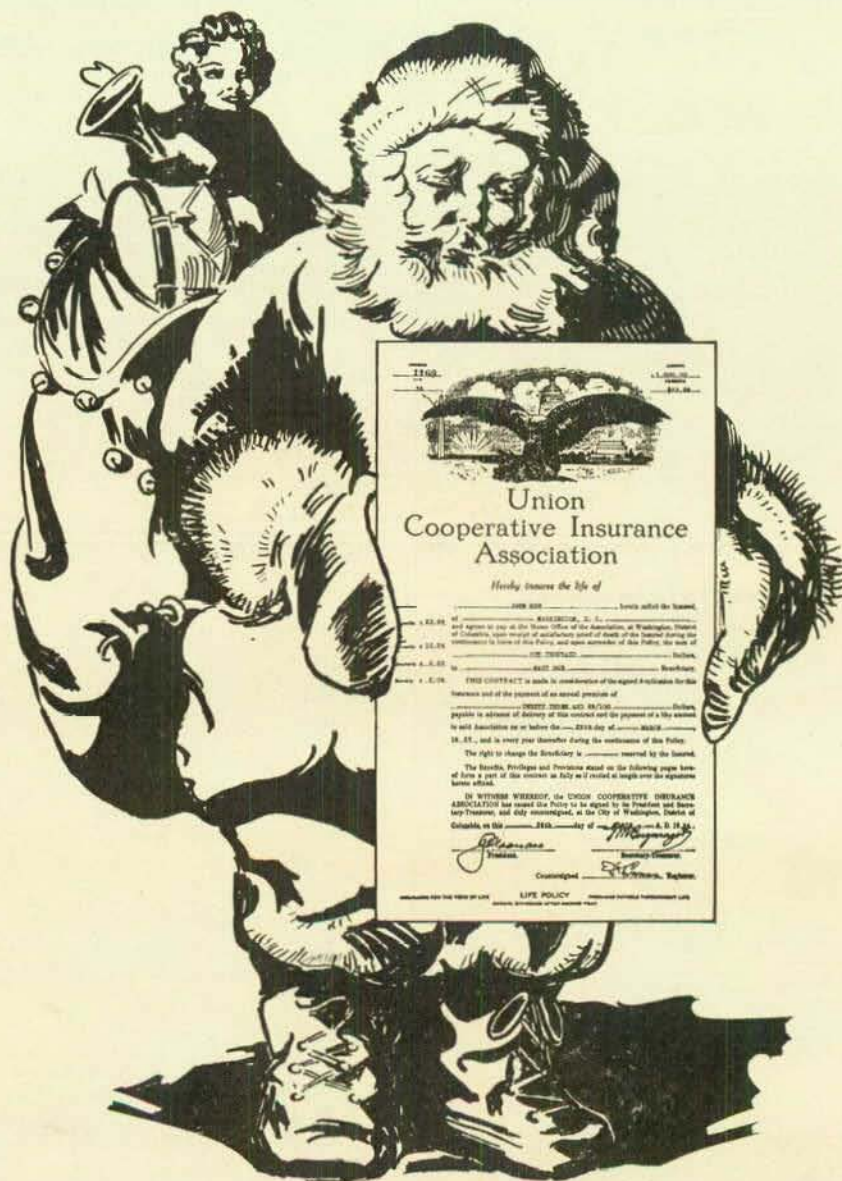
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NO. 12



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COMPETES and WINS



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ELECTRICAL WORKERS AND OPERATORS**
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Magazine Chat

A good friend recently called this Journal a house organ. That is, he thought of it as serving specialized interests only. That we serve this organization, it is true, but in another aspect we are not more a house organ than the Saturday Evening Post or the Atlantic Monthly.

Lorimer's Weekly serves business interests — nationally known advertisers. The Atlantic Monthly serves the genteel classes. Neither reach up into the realms of disinterested thought as often as we do.

It is likely also that those "trade" publications who seek to understand the industrial civilization in which we move are nearer the heart of this age than such general publications as the Cosmopolitan and Harpers.

That is why we seem more and more to be pleasing more different kinds of people. An editor of a technical magazine tells us, "Yours is the greatest craft publication in the world." If this is extreme, let us say, it is not too strong for our vanity. An A. F. of L. leader says, "one of the snappiest, most informative and up-to-date magazines published in this country."

An internationally known research man informs us, "Your Journal stands out in the American trade union field for its breezy set-up, its new news, individuality, and for willingness to consider progressive ideas."

Two half-tones used in this issue are from paintings by Gerrit A. Beneker, industrial artist. Mr. Beneker has done a great deal of remarkable work in the industrial field. Labor owes him a lot for his "seeing" eye, his perpetuation of human types, his poetry of line.



P O W E R

*There're myriads of power in the turbine,
And the restless power of the sea.
There's invisible might, in the floods of light,
Power of mystery.
There's power in the steam and lever,
And the power of the turbulent wind.
But the source of power in the end is,
Power of the human mind.*

(From a Painting by Gerrit A. Beneker. By permission.)



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That Acid Test—The Ledger—Indicates Success

By OTTO S. BEYER, Consulting Engineer, Washington, D. C.

WHAT does it profit an employer to co-operate with labor unions? This question has been asked ever since the first attempts at systematic co-operation between organized labor and management were inaugurated on the Baltimore & Ohio Railroad. It has been answered successfully in many ways, but it has remained for the present depression period to reveal the most telling reply.

Union-management co-operation is proving helpful in getting and holding business. "Anybody can make things—it takes a real man to sell them" is a trite phrase going the rounds of trade these days. How to clinch an order, how to get new business, how to stop declining traffic, how to win a preferred reputation for one's goods or services, these are the problems over which industrial executives are sitting up nights.

Lucky, therefore, is the executive who enjoys the confidence and co-operation of labor. He has at his command labor's help to mobilize support and demand for the services and products of his company. Union-management co-operation has clearly demonstrated that it can enlist sales effort along new and effective lines.

Goodwill Serves

How does it do this? I can answer best by a few examples. One concern, a manufacturer of high-grade machinery employed in building construction, finds itself frequently bidding competitively on projects along with several anti-union concerns. It has its agents all over the United States and Canada, just as the union with which this company co-operates has its locals and business agents in all parts of the country. As soon as an inquiry is received the good offices of the union are invoked to assist the company's sales force in making known to the prospective purchaser the good points of the devices offered by the union concern. By correspondence and personal interviews the local union agent and his friends supplement the efforts of the company's sales representative. In their sales talks the union representatives stress the co-operative relationship which prevails between the company's management and its employees, how every mechanic on the job has a personal pride in his work, is thinking all the time how to improve this detail or that, does the very best he can to make the equipment manufactured by his concern as perfect as possible from the design, construction and service viewpoints. The local agent further explains how things are organized at the union plant so that the employees will really take an interest in the company's products and constitute themselves as inspectors and guarantors of good workmanship for the purchaser. The company in turn, by virtue of the help it is receiving from its employees and their union, is enabled to figure prices much closer, since joint efforts are constantly being made as between shop committees and management to reduce shop overhead, eliminate waste and increase output. The result

Industries in which Unions co-operate with management meet depression more successfully than non-union neighbors. Good will, the priceless asset, created under union co-operative management. Cold figures back up contention.

of all this procedure, at the selling as well as the producing end, when thrown into the competitive balance, is sufficient to win many decisions in favor of the concern which co-operates with labor.

Another case in point, from which a co-operative railroad recently benefited, grew out of a larger order which the concern referred to above was successful in landing as a result of the joint efforts just described. In this instance the union in question, being on the job, took the initiative and successfully solicited the shipment of this particular order over the railroad whose management maintains a co-operative relationship with the union. This example is particularly interesting, since it shows how one sales achievement due to union-management co-operation redounds to the benefit of still another co-operating concern.

They Tell Others

A large textile mill in New England, having accepted labor's co-operation for quality and quantity production, is benefiting noticeably from the additional demand for goods resulting from the unusual good will which it enjoys. Here again local unions and central labor bodies throughout the country are boosting, day in and day out, the products of this company. No union hall in the United States or Canada is without special posters advertising the sheets and pillow cases made by this company. The union issues these posters and in addition from time to time circularizes the local unions and their women's auxiliaries all over the country.

I shall give one more illustration to show how ingenious organized workers frequently become in stimulating business for their company. In this case the union shop committee induced its constituents in a railroad shop to pool their winter's coal requirements and place the combined order with that local dealer who would give the best terms as to price, credit and delivery and ship the coal in question from mine to destination over the committee's railroad. Thus these particular workers succeeded in landing several carloads of freight for their company.

The foregoing instances could be multiplied a hundred, nay a thousand fold. They give an idea of the influence on the plus side

which labor can contribute when it comes to getting business under conditions of keen competition.

Will Behind the Word

But there are other directions in which co-operation with labor is proving helpful in winning the competitive race. The impression which every company, whether engaged in manufacturing or railroading, is anxious to create is that its organization is motivated by the "will to please." Much good advertising copy is written and wasted to convince you and me of the truth of these allegations. The trouble, however, with most of these protestations is that the usual claims in behalf of "the will to please" do not ring true. There is no tangible spirit behind them; no evidence is available to show that they are backed up sincerely and wholeheartedly by the mass of the employees of the protesting companies. No one ever becomes aware in the slightest degree that any employee cares a whoop about how you or I get along, for example, when we ride in the passenger trains or eat in the dining cars of such companies.

To be genuine any claim about the "will to please" must be backed up by the company's reputation for sound co-operative labor relations. Witness, for example, the sincerity of the Baltimore and Ohio advertisement: "70,000 of us invite you to ride on our railroad." This invitation has merit. While it has appeared as a paid advertisement, its potency as an appeal to you and me to ride on the Baltimore and Ohio lies in the fact that it is backed up 100 per cent by the 70,000 Baltimore and Ohio employees. And their support is not rendered in the form of mere lip service either. These 70,000 workers and their national unions are overlooking no opportunities to tell their friends and the world at large that they stand four square back of this invitation. They tell about the new famous B. and O. Plan for mutual benefit and public service, and how it works to please the patrons of their railroad. Their explanations and claims have substance. They sound convincing. And this goes for the Canadian National and other co-operative railroads.

Rough Tactics Used

How do the splendid service reputations of these co-operative companies please their anti-union competitors? Not so well, judging from some of the tactics of the anti-union concerns to injure their union competitors. Take, for example, the envy aroused in certain railroad circles in respect to the growing favor with which the public is receiving the Baltimore and Ohio's high class passenger train and motor bus service into New York City. Fortunately, the attacks upon this service, the pride of every union man on the Baltimore and Ohio, were effectively discountenanced by the Interstate Commerce Commission when a charge of discrimination had been made by a competitor of the Baltimore and Ohio.

One of the most mendacious attempts to influence purchasers against accepting the bids or services of companies working in co-operation with labor comes to light in the form of whispering campaigns charging that the labor unions are really running these companies, in fact are engaged in a "racket." Just how the unions manage to do this, of course, is not explained. A sly hint is dropped here and there in order to shake confidence in the co-operative concerns. No attempt is made to justify the charges. Of such are the business ethics of some apparently badly harassed anti-union manufacturers. But it gets them nowhere. In the first place, the basic principles and objectives of organized labor's program of union-management co-operation are so sound and so well known and understood that they are proof against such slanders. In the second place, baseless accusations, unfairly injuring one's competitors, sooner or later are resented by all fair minded business men. Wherever slander has been employed the aggressor eventually has suffered.

In face of these petty intrigues of desperation it is gratifying to note the wide popular acclaim with which the co-operative policies of organized labor and management are received by the public, especially as expressed in newspaper editorials and comments by informed writers. Note, for example, what the Boston Herald has had to say editorially about constructive unionism in the textile industry. After reviewing the co-operative developments and their accomplishments at the Naumkeag Steam Cotton Company, of Salem, Mass., manufacturer of the famous Pequot sheets, the Herald states that:

"The results of the whole plan have been eminently satisfactory. Labor leaders endorse it. The relations between management and the workers are excellent. *One unexpected result is in public good will. The management receives letters of endorsement constantly from unknown persons, some of whom state their intention to 'buy no other.'*" (The italics are mine.)

The tribute paid the Canadian National and Baltimore and Ohio Railroads by the public and technical press of the country is common knowledge. In fact, whenever an example of good morale and consequent fine service is mentioned, the cases of organized

labor and the Canadian National and Baltimore and Ohio are cited. Note the following extract from an editorial in the Baltimore Sun:

"It took human intelligence of a rare type to see that it is better to have your employees working with you than against you. How rare such intelligence is among railroad men was apparent when the B. and O. first put its new program into practice. Hard-boiled railroad men sneered more than they encouraged.

"It may be that the B. and O. would have been just as prosperous as it is today had it refused to take the lead in this matter. No man can assert to the contrary. But it is possible to assert that the changed attitude of the road in labor negotiations has brought about a powerful reaction in its favor among all classes of citizens in the towns which it serves and especially in Baltimore. This public friendliness is an asset difficult to put down in dollars and cents. It can hardly appear as an item in the balance sheet, but it will be in the back of the mind of every investor, present and prospective. *It will count more vigorously, perhaps, when times are not so good, and trade falls off and freight is hard to get.*" (The italics are mine.)

Priceless Advertising Free

Editorial recognition, such as the foregoing, is the acme of good advertising. Companies deserving and receiving it are fortunate indeed. For creating good will and public confidence, for presenting these companies, their goods and services in a wholesome, attractive light, nothing beats well-merited praise by the public press. It counts tremendously in making these concerns popular with the consumer, all of which is verified by the thousands of letters which come in, unsolicited, from individuals telling of their gratifying experiences as passengers or shippers on co-operative railroads or as users of co-operatively manufactured products.

"So far, fine and dandy," says your skeptical executive, but what story does the ledger of your co-operative company tell? This is the acid test, from the financial and material, that is to say, the business view-

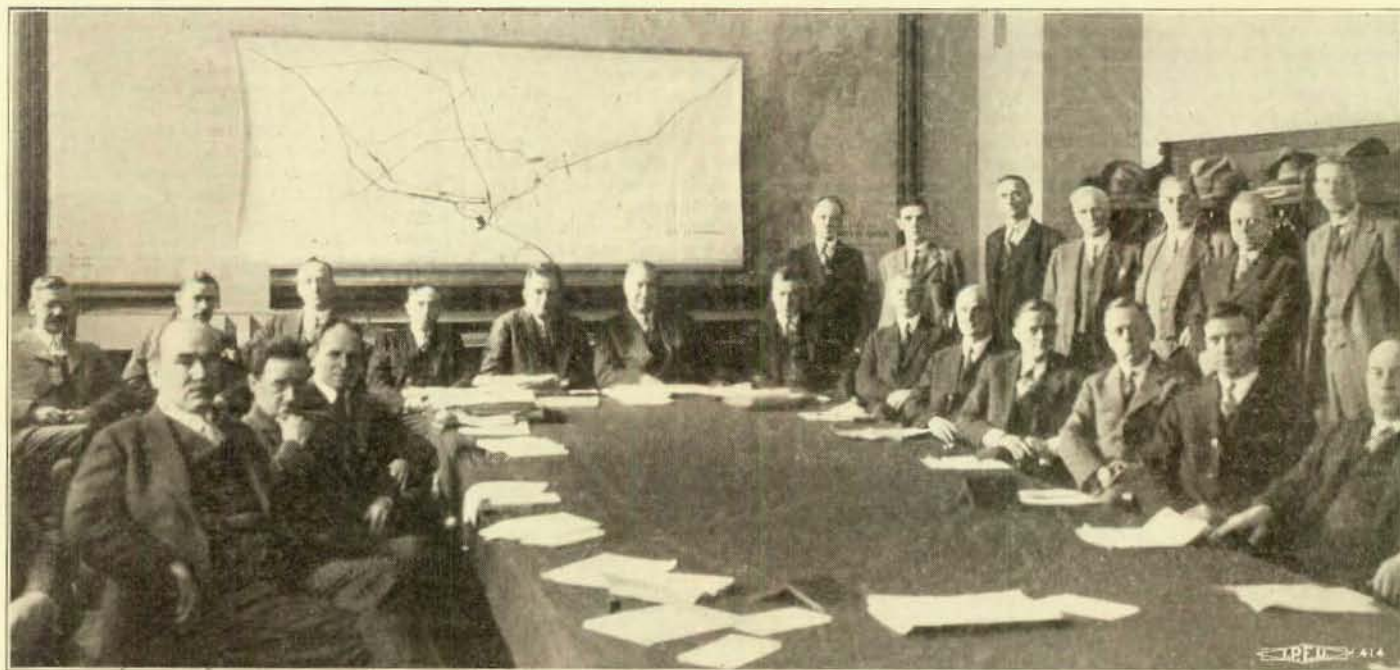
point. And the answer is final and conclusive. The books settle the argument.

Let us take the Rocky Mountain Fuel Company of Colorado whose management utilizes organized labor's faculty for systematic co-operation. The figures for 1929, the first full calendar year under this policy, show that the company's production was over 800,000 tons, a gain of 200,000 tons or 29 per cent over the output for 1928. Production in the state of Colorado as a whole showed a slight decline during the same year. The local labor unions throughout the competitive territory of this coal company have organized "special coal committees" to urge union workers and their friends to buy none but co-operatively mined union coal. The organized sales service of labor is proving a big factor in the growing success of this company.

Another concern employing the principle of union-management co-operation is the Yeomans Brothers Company, of Chicago, manufacturers of pumping machinery, sewage ejectors and rotary air compressors. Based on invested capital, this company is getting a relatively greater share of the pump business going the rounds these days than are its competitors. The International Association of Machinists is assisting this company in every way possible in the sale of its equipment. In more than one instance has the machinists' union been decidedly helpful in landing orders.

Gain Shown in Dollars

Finally let us take the Baltimore & Ohio and compare it with its powerful rival, the Pennsylvania, whose labor policy is so different. The total revenue from railroad operations up to the end of September of this year, when compared with the same period a year ago, shows a decline of 14.1 per cent on the Baltimore & Ohio and 15.3 per cent on the Pennsylvania. In other words, were the Pennsylvania doing as well as the Baltimore & Ohio it would have done at least \$6,320,000 more business up to the end of September of this year than it actually did. The relative loss of the Pennsylvania in freight revenue alone is even more serious than this. The decline on the Pennsylvania was 16.4 per cent against a decline



ROUND TABLE DISCUSSION UPON THE NEEDS OF THE INDUSTRY. A SYSTEM JOINT CO-OPERATIVE MEETING ON THE CANADIAN NATIONAL, AT MONTREAL. AN ELECTRICAL WORKER REPRESENTATIVE IS PRESENT.

of 12.8 per cent on the Baltimore & Ohio. Thus had the Pennsylvania been able to maintain its freight business upon the same level as the Baltimore & Ohio from January to September 30 of this year, it would have been more than \$13,250,000 to the good! "It (the Baltimore & Ohio's labor policy) will count more vigorously, perhaps, when times are not so good, and trade falls off and freight is hard to get," to quote again the words of the Baltimore Evening Sun back in 1927.

Another angle to the situation is revealed by management's control of operating expenses during a period of declining business. Here again the balance up to the end of September of this year is in favor of the Baltimore & Ohio. Its operating ratio, that is, the cost of running the railroad, as compared with the money earned, changed from 73.0 for 1929 to 74.6 for 1930, a difference of 1.6 per cent. On the Pennsylvania it rose from 71.1 to 74.7, a change of 3.6 points. Note also that the Pennsylvania ratio is now higher than that of the Baltimore & Ohio. And mark you, all during this period of declining traffic, the Baltimore & Ohio has acquitted itself of a most humane and practical policy of unemployment prevention.

So it is demonstrated that co-operation with labor pays. And why not! Organized labor is a powerful factor in the economic and social structure of our country. To be able to mobilize its influence in the promotion of good will, in the stimulation of demand, in spreading favorable comment, in short, to help sell your goods, is the essence of industrial statesmanship. There is no hamlet in the nation into which the gospel of labor unionism does not reach. Its machinery of organization is vast and what is more, it is alive. It has an active press and its publications are eagerly awaited and read. Its agents and speakers are everywhere and one of their favorite topics is labor's co-operative policy. Here certainly is a well-organized machine, which helps win many a fray for its champion when it enters the lists of salesmanship.

To my mind, one of organized labor's and managements' most fruitful opportunities lies in fully developing the ability latent in the labor movement to help the sales function of industry. Where full advantage has been taken of this opportunity, as in those industries wholeheartedly subscribing to union-management co-operation, it has gotten results. Co-operation with labor pays in more ways than one.

Cherish the spirit of our people and keep alive their attention. Do not be too severe upon their errors, but reclaim them by enlightening them. If once they become intelligent to public affairs, you and I, and Congress and Assemblies, judges and governors, shall all become wolves. It seems to be the law of our general nature, in spite of individual exceptions; and experience declares that man is the only animal which devours his own kind; for I can apply no milder term to the governments of Europe, and to the general prey of the rich on the poor.—Thomas Jefferson.



TEAMPLAY AT YEOMAN'S. THE JOINT COUNCIL OF WORKERS AND MANAGEMENT IN A MANUFACTURING PLANT.

Overhead Wires Take Unknown Toll of Birds' Lives

Overhead wires, death hurdles of the sky, are a menace to birds and take thousands of winged lives annually, says the American Forestry Association.

A whirr and whistle of wings and you see against the darkness of the sky a host of our feathered friends in flight. Flying at a low altitude and following the glimmer of north and south flowing rivers as guides to the general direction they are going, they hit blindly into millions of overhead wires which are stretched at right angles to their very routes. The result is often fatal. Terrible enough to find these birds dead, but to find them broken-winged, and helplessly beating the earth to be away, is indeed a tragedy, says the Association.

Numerous species of birds have been picked up underneath the telephone, telegraph and power lines. Men working for these companies have told of finding these poor little broken-winged creatures lying maimed and helpless in the path of the wires. Many times prairie chickens, sharp tailed grouse and partridges, or ruffed grouse flying at dusk or at early twilight, frequently strike wires. Not only the larger birds, but coots, rails and snipes, as well as larks and plovers and some waterfowl seem to be common victims. Local or non-migratory birds suffer along with the migratory species, says the association. Worse than death is the fate that awaits these birds when they hit the wires and breaking their wings, flutter about and are devoured by feathered and furred prowlers of the night. Often in the brush and prairie sections of Minnesota and the Dakotas the early fall snows have revealed to the hunter that foxes travel for miles along telegraph lines. Evi-

dently the fox learned long ago what telltale tracks in the snow and scattered feathers reveal—that the wire often presents him with a meal out of the air, says the Association.

Recent scientific investigations have shown that birds cannot see as well at night as we have always supposed. It is, therefore, not to be wondered at, concludes the Association, that in this day of great electrical development and power expansion, the ever increasing mileage of overhead wires takes and will continue to take, a very heavy toll of our bird life.—American Forestry Association.

Human and mortals though we are, we are, nevertheless, not mere insulated beings, without relation to past or future. Neither the point of time nor the spot of earth in which we physically live bounds our rational and intellectual enjoyments. We live in the past by a knowledge of its history, and in the future by hope and anticipation. By ascending to an association with our ancestors; by contemplating their example, and studying their character; by partaking of their sentiments and imbibing their spirit; by accompanying them in their toils; by sympathizing in their sufferings and rejoicing in their successes and their triumphs—we mingle our own existence with theirs and seem to belong to their age. We become their contemporaries, live the lives which they lived, endure what they endured, and partake in the rewards which they enjoyed.—Daniel Webster.

"You bring me the deepest joy that can come to a man who believes invincibly that science and peace will triumph over ignorance and war and that the people of the world will come together not to destroy but to build and that the future is to those who have rendered the greatest service to suffering humanity."—Pasteur.

COMMENT

By

PRESIDENT BROACH

WE'RE told "nothing succeeds like success." But for every lift a successful man gets, there are 100 attempts to pull him down. Men say, "I like to see him doing well." But this wish is rarely honest. It hides a darker wish—a wish tinged with the green fire of envy that he fall. I repeat: nothing excites more envy than success. Nothing is more dangerous than success.

We're standardizing and simplifying local union by-laws as much as possible. Much unnecessary wording is being removed. Long, confusing parts are being reduced and corrected—all in an earnest effort to be helpful. It's a tedious, day and night job. But nothing is more important in this work than simplicity—clearness—and brevity.

Our unions have neglected residential wiring. They used to control it. Many lost it for the same reasons they lost maintenance, jobbing and small repairs. They failed to meet conditions.

House jobs are usually small. Men are inconvenienced reaching them. Standards are less definite. Men prefer bigger jobs—longer jobs—less inconvenience. But neglect is highly dangerous, as some now realize.

Residential building is no trifling project. It now runs into billions, as this table shows:

1920	\$440,709,665
1921	943,001,658
1922	1,627,174,939
1923	2,017,547,489
1924	2,076,450,772
1925	2,465,483,909
1926	2,293,316,253
1927	1,961,899,529
1928	1,913,720,710
1929	1,477,477,877

House construction has lagged for 3 years. A spurt must come to house the population. When construction resumes, there's little doubt residential work will spurt beyond public and commercial. Arrangements to take care of this work will bring large returns. Study this question. Face the facts. Meet the need.

Many will "eat, drink and be merry" while others are in misery, rags and tears—for Christmas is near. Many will be sad—many happy, or think they are—just an age-old story of life.

But realize this: Sorrows and pains come to everyone. No one escapes them. Setbacks have been the lot of all. Changes often come suddenly. So don't despair. The past can't be changed. But the future is ours—to do or die.

No use going over things done foolishly—for the year is about dead. All our mistakes, our follies and heartaches—all are behind us, gone into what we call the past.

No one knows what's in store for us. But we know life won't be a summer's dream. The mad race will continue. Selfishness, jealousy, cheating, hating, will go merrily on. Each of us will be tossed about, as usual, driven here and there. Each will do about the best he knows how. Most will take life much as it is—living on, hoping and dreaming, loving and striving, and nerving ourselves to meet the hard rebuffs of life.

I repeat: That's the game—and we must play it. But the game is still on. We now know more of life. We know more about one another. We possess more knowledge. We've been taught bitter lessons. We've learned that our problems, our weaknesses and shortcomings, *cannot* be cured by running away from foes. We *can* do what we ought to do. We *can* be what we ought to be—if we make up our minds and stick to our highest hopes, not to our doubts and fears.

EDUCATING LABOR REPRESENTATIVES

We hear much about this. But let's not get the cart ahead of the horse. Let's understand that education and intelligence are two separate and distinct things.

Education alone will not make a successful labor representative. Intellectuals have often proved complete failures as labor representatives. We have many educated fools—regular asses.

Men are not born equal. Some are born with something that makes successful leaders. Time is mostly wasted trying to educate men who do not possess that "something"—that intelligence, courage and good sense.

Education, under the best conditions in well equipped universities, requires years. Yet many who have gone through these get little or nowhere. Many are found doing minor jobs. Many work for those who could not go to college. They simply lacked intelligence, tact, courage and good sense. Education did not provide these.

You can give men a social, labor and political education. You can tell them how to handle negotiations, how to manage unions, how to deal with certain situations. But when it actually comes to doing the job—well, that's different. You can't give men tact, diplomacy, courage and good sense. It's clear these are mostly heritage or endowment. Patrick Henry had no education—but he had intelligence. He knew what to do.

The greatest amount of progress for our local unions has been made by local representatives who had little or no education. But please don't misunderstand. I don't decry education. It would have greatly improved such men. All of us need it—and "So long as we are not too old to laugh and play we are not too old to learn."

But we must have selection before we think of education and training. Those to be educated—to be

trained—must be those who have that "something." If not, our time and money are largely wasted. So the first step is to find the proper men. This caused me recently to say:

"Talent is precious. It's often obscure. It must be discovered. Why, then, shouldn't labor organizations have their scouts to discover the likely young unionist or the seasoned, unadvertised veteran, and give him a chance?"

When time permits, we could call local representatives, with International men, to given points at certain periods—not to gab, theorize, make speeches, resolute and visit. But to face the questions arising in our daily work, and give information about them. This, however, would not train and equip men to be successful representatives. Many even forget quickly what they learn at such conferences. Many are soon displaced by new men, and time and money are largely wasted.

The trouble is, unions elect men who often, because of lack of intelligence and good sense, go right on making the same blunders their predecessors made. Soon they become discouraged. They make little headway, and soon new men are elected—and so it keeps on. There are some exceptions, of course, but not enough.

So, to get the best representation obtainable, to avoid waste and delay, we must first make careful selection of those showing promise and intelligence—and then take steps to train and educate these. If not, then it's like trying to train a man to be a good swimmer without getting in the water.

This problem has caused this office great concern. Many hours of deep thought have been given it. For almost everything depends on good men. However, conclusions have been reached. Plans have been devised—but carrying these out must wait for time, money and men. There's no short cut.

H. H. Brough

Hunting Slump Causes with Gun and Camera

I AM one of the better paid craftsmen, and I have been out of work intermittently for 15 months. My total income for that period has been about \$875. I and my family have lived without becoming objects of charity, by utilizing part of the savings of years, by cutting all expenses to the bone, even food, shelter and clothing, and by the help given by my two daughters, office workers. At first, I walked the streets hopefully for a job. Then I grew bitter, angry, resentful. Then I slumped down into fatalistic gloom. Aroused from this, I have lately taken to study of economics at the public library. My interest has been to find out, if I could, the reason for periodic depressions, and for this particular depression, inasmuch as it is world-wide, persistent, cruel, dragging millions of men and women down into the depths of despair.

In the last three months, I have turned over many magazines and newspapers reading, reading, reading. Seeking. My search has not all been in vain. I have come to see for one thing that economics is complex. It is not the simple process that certain arithmetical reformers would have us believe. And then for another thing I learn that we are more of an economic world-unit than is supposed, and that what happens in India, or China is important to the United States, though these may be counted back-water countries.

Of course, I have found no definite certain one-cause for the depression. I have found certain people who are sure that they have found that cause. Indeed, the reasons presented for the slump usually have behind them a definite theory of economics, or of politics. I have reached the conclusion that there is possibly no one cause, but many causes. I am setting them down as I found them.

1. Surplus of raw materials.
2. Scarcity of gold.
3. Overabundance of silver.
4. World-wide pools or trusts which fix prices.
5. Overproduction.
6. Overweening nationalism.
7. Mechanization and rationalization.
8. Underconsumption.
9. Inherent defects in the economic system.

1. President Hoover took cognizance of the surplus of raw materials in one of his recent addresses.

He referred to "the effect upon us from the collapse in prices following overproduction of important raw materials, mostly in foreign countries. Particularly had the planting of rubber, coffee, wheat, sugar, and to a less extent cotton, expanded beyond world consumption, even in normal times. The production of certain metals, such as silver, copper and zinc, had likewise been over-expanded."

Some economists, namely J. N. Keynes, of Great Britain, internationally known, calls the present slump "the raw materials crisis". He says:

"The fall in wholesale prices of raw materials has now taken on the character of a world-wide disaster. The storm centers are to be found, in my judgment, neither in Great Britain nor in the United States, but in the great producers of raw materials overseas. For significant signs of recovery or of further deterioration, it may not be so important

Learned men agree there is a slump—at last but they differ as to the causes. How can a cure be worked, if the malady is not known? Labor obdurate in its reasoned contentions has many supporters.

today to consider London or New York as to watch Australia, South America and Asia and also central Europe."

S. Palmer Harman, a writer in the New York Times, who fully discusses this subject, remarks:

"One of the first discoveries is the amazing extent to which the output of many of these crude materials has increased in recent years. The National City Bank of New York, quoting the Department of Agriculture, points out that the average world production of sugar in the years 1909-1914 was 19,363,000 short tons, while the output in 1929-30 was 29,970,000 tons, an increase of approximately 50 per cent. In less than 20 years Canada and Australia have more than doubled the area planted to wheat, while the United States stepped up the acreage from 47,000,000 to 61,000,000 notwithstanding that the annual consumption of this grain in the United States has declined 1.2 bushels per capita since the beginning of the century. In coffee, there was a year's supply on hand when this season's crop was ready to harvest."

2. The theory that a scarcity of gold is the root cause crops up often and in many guises. Since gold represents, in the last analysis, the money of the world, and upon money depends credit, a scarcity of gold means that the world hasn't got enough money with which to do business. The raw materials are there, but the medium of exchange is inadequate. To use a figure of speech, gold is a non-conductor. The best analysis, I have found on this subject, is by Dr. Robert Eisler, of Vienna.

"Dr. Eisler quoted Carl Snyder, Federal Reserve Board statistician, and other authorities to show the normal annual increase in world production of goods was three per cent. To finance it, the speaker declared, money and credit, and therefore gold, should increase three per cent, and between 1850 and 1910 the production of gold did increase at approximately that rate.

"By the end of 1929, however, Dr. Eisler asserted, gold production had fallen 121 per cent below the increase necessary to keep prices stable. Most of the world had returned to the gold standard by 1925 and the result, delayed for a time in the United States by installment buying and the Federal Reserve Board policy, was a fall in prices with the attendant evil of unemployment according to Dr. Eisler, who said the basic reason for men being periodically unable either to work or buy was neither war, capitalism nor tariffs but hitching money to a shrinking gold production.

"Since gold production was sinking, Dr. Eisler said, it was obvious that money, to keep pace with the production of goods, must be divorced from gold production, and he advocated world-wide currency expansion. Opposing inflation in any individual country, he said a world conference of finance ministers and bankers could resolve to increase the world's currency to an amount which could be fixed by an exchange by the central banks, each with every other, of parcels of newly-printed notes in proportion to the present exchange value of their respective circulations, thus establishing credits to be used to keep the exchanges stable.

"Each national bank, under this scheme, would then, at the prevailing rate of interest, place extensive new credits at the disposal of its respective state, municipalities or private business to start new production or expand such as would most quickly reabsorb the unemployed while providing the products wanted immediately by working-class consumers."—New York Times.

3. A sub-committee of the Senate's foreign relations committee finds that because the India government demonetized silver, and started to melt down 600,000,000 ounces of silver coins to sell the bullion on a world market that had for 50 years absorbed only 225,000,000 ounces a year, the purchasing power of the silver-using countries has suffered a calamitous reduction.

This sub-committee has been conducting hearings on the collapse of American trade with China since August 6. The evidence taken from importers and shippers on the Pacific coast shows that silver is still the actual money of some 800,000,000 people of the Orient. The dumping of the first 100,000,000 ounces of Indian silver on the saturated world market brought the price of silver down to around 30 cents. Immediately, the buying power of these 800,000,000 Asiatics was reduced nearly one-half. The export trade of England to India and to China suffered quite as much as did the export trade of the United States to China.

4. Dr. David Friday, who has written widely in the field of economics, who also has made a reputation as an investor, declared that world-wide monopolies are at the base of the trouble. He recently told the Chicago Forum:

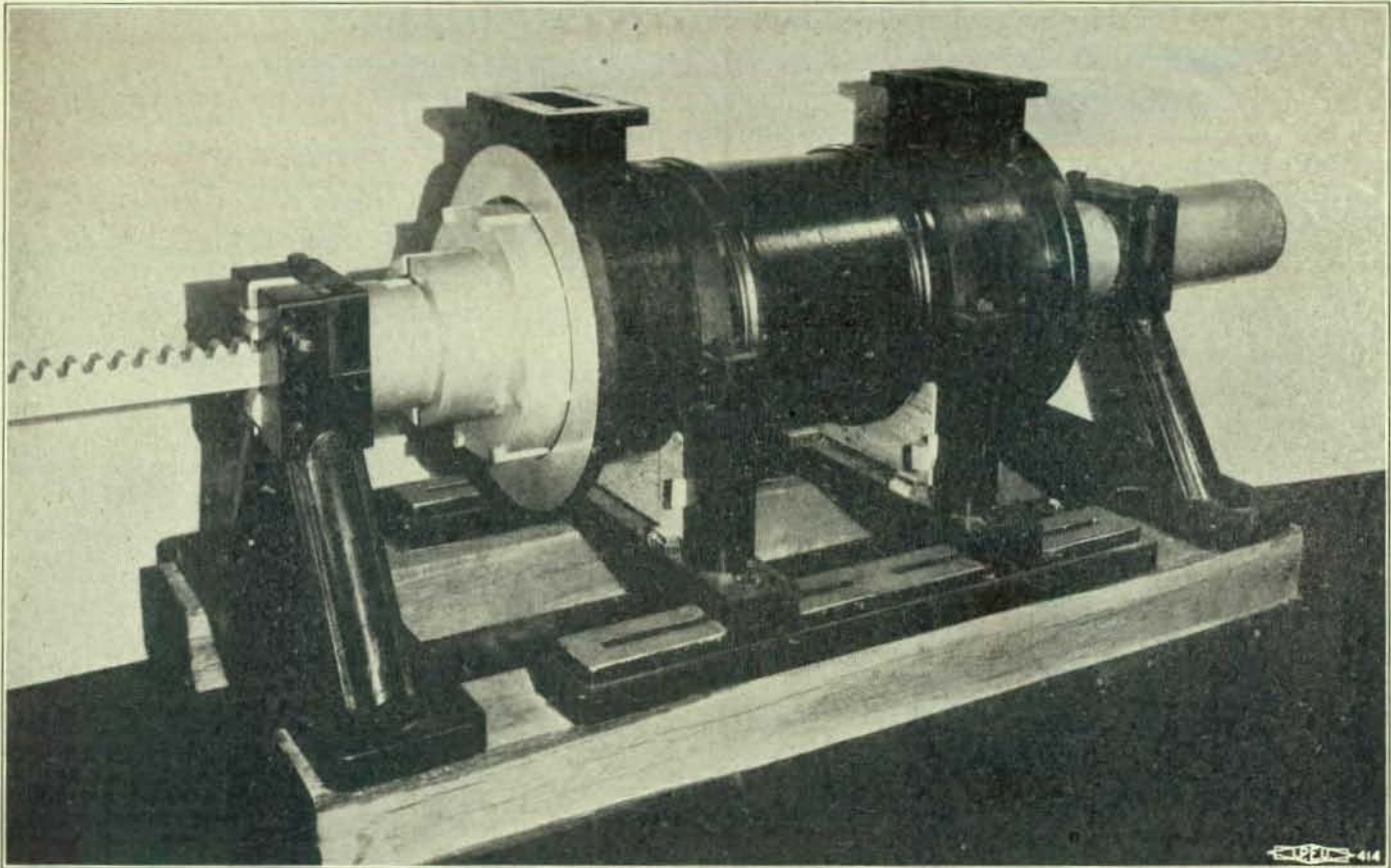
"While the British were running the rubber pool, the Dutch were undermining it by selling it at much lower prices.

"The same thing happened in Japan with silk, in Australia with wool, in Brazil with coffee, in America with copper, in Canada with wheat. The Canadian wheat pool lost \$2,800,000 in the last year.

"Overproduction for the most part has been overemphasis in accounting for the collapse of these pools. There is only a surplus when the demand is checked and in these and many other products the demand was checked."

5. It is easy to say over-production. Overproduction is a broad term. And, of course, when one says over-production, he is also saying under-consumption. But possibly the cause we hear cited most frequently is overproduction. This will be treated in more detail as we proceed.

6. It is the Wall Street Journal which charges that excessive nationalism is at the base of the present difficulty.



MODEL OF THE BORING MILL BUILT IN 1775 BY JOHN WILKINSON, OF BERSHAM—ONE OF THE WORLD'S FIRST REAL MACHINE TOOLS. THIS BORING MILL MADE IT POSSIBLE FOR WATT TO BUILD THE STEAM ENGINE WHICH HE HAD CONCEIVED 10 YEARS BEFORE.

"For unquestionably an excessive nationalism in various forms has been a persistent factor in this over-production of which the world has of late become so uncomfortably aware. As yet, acute depression throughout most industrial countries has failed to turn either statesmen or men of capital effectively from some of their mistaken conceptions of progress.

"In the face of excessive and wasteful production of oil, for example, Germany, France and Italy are seeking the opening or developing of fields through which they may hope to obtain their supplies under their own respective political controls. Russia is another case in point; for reasons well understood it must be put in a slightly different category as to motives though not as to results. The British, despite their ancient predilection for fair play and free trade, have been discussing means of encouraging Canada to raise more wheat in order to displace that of other exporting countries in world markets. They are even now guilty of subsidizing by several millions a year the expensive home production of sugar, helping thus to ruin sugar plantations in the British West Indies and contributing their mite to Cuba's distress. This is quite as bad as our own increase in the tariff on sugar, which is in effect a subsidy to the sugar industry of Hawaii and the Philippines, which needs nothing of the sort.

"An economically self-contained nation, be it a Balkan monarchy or a far-flung empire, is today an impossibility. At the moment the United States might be expected to achieve such a status if any nation could, but it cannot hope to do so for all its wealth and area, unless it wishes its civilization to recede to that

of the Civil War period. If it is 'the widest international applications of remedial measures' that we are interested in, the answer is comparatively simple. We need first to turn our backs upon conceptions of economic nationalism and productive self-sufficiency."

7. We are now leaving the more technical aspect of the depression, and arriving at causes most frequently cited by labor, and by economists in sympathy with labor, namely mechanizations and rationalization, and (8) under-consumption due to lost purchasing power. One writer sums up the case of mechanization and rationalization this way:

"One thing that makes the term over-production seem particularly apt in the case of Europe is the extent to which 'rationalization—reorganization of industry in larger and more efficient units on the principle of mass production—has been developed in the last five years. The effect is to speed up manufacture while at the same time reducing the amount of labor required. In the United States, which has carried this process furthest, the Bureau of Labor Statistics estimated that between 1919 and 1928 manufacturing production increased 32 per cent although the aggregate payroll went up only three per cent and employment actually decreased 11 per cent.

"In Germany the program of rationalization, especially in the iron, steel and chemical industries, has virtually been completed. This has led to a drop in demand for equipment, which has caused unemployment in the machine and electrical trades, and it has also reduced the demand for labor on the part of the industries which have been thus reorganized. In Britain economies in pro-

duction in the shipbuilding, machinery, iron, steel, chemical, automobile and building trades have enabled them to carry on greater activities with less labor. These economies have made it possible to maintain relatively high wages for those at work, but they have tended to increase unemployment."

8. Under-consumption due to the under-paying of labor, has had many exponents in labor's ranks for a generation. A recent editorial in the *Tory Washington Post*, however, puts the case with clear immediacy:

"Out of many diagnoses of the business depression economists have arrived at the conclusion that the country produced in the years immediately preceding the crash more goods than the public could consume with its limited buying power. The resultant surplus became a drug on the market, and it was necessary to curtail production while the slack was being taken up.

"Until now this has been mere theory. But figures that have just been worked out by the Census Bureau sustain the theory beyond doubt. The fact that there was an 'over-production' can no longer be questioned. But why did a surplus of goods bring hard times when thousands of people are in need of more clothes, better food and more substantial houses, as well as the conveniences and luxuries of life?

"The reason reaches far back into history. In 1849, according to figures of the Census Bureau, the manufacturing industries of the United States produced goods valued at approximately \$1,000,000,000 and paid \$236,755,000 in wages. Since that time both wages and the value of products have increased enormously.

(Continued on page 717)

Star-Scraper Has New Electrical Features

A TRAVELER to New York, using the Baltimore & Ohio busses from Jersey City, has an opportunity to view the new Empire State Building from the harbor. It is indeed a glorious landmark, outshining the Statue of Liberty. Yes, literally outshining, for the chromium metal used in the structure often catches the sunlight in such a way as to make the structure a flaming monument to man's construction endeavors. To the layman, the towering altitude of the latest of the skyscrapers, and its serene beauty will attract attention, but technicians know the advanced features of engineering and building which made it possible.

Two union firms, L. K. Comstock and H. K. Livingston Companies, performed the electrical work.

H. F. Richardson, consulting engineer, of Meyer, Strong, & Jones, Inc., in charge of the mechanical and electrical equipment, has written adequately of the many features in *The Architectural Forum*. Mr. Richardson gives us permission to reprint his discussion:

The Empire State Building is the first of the tall structures to have sufficiently large floor areas in the tower section to require two electrical riser shafts. The height of the building required that a number of transformer vaults be distributed through the structure, with high tension service feeders to these transformers. After some study, it was found most economical to install transformers in the sub-basement and at the 41st floor and 84th floor levels, all of the transformers at each level being installed in one vault with horizontal low voltage connections to the various riser shafts at each of these levels. There are five banks of transformers at the sub-basement vault, each of 600 K.V.A.; four banks each of 600 K.V.A. in the 41st floor vault; and four banks each of 600 K.V.A. at the 84th floor vault, a total for the building of 7,800 K.V.A. The total transformer capacity is therefore sufficient to light a moderate-sized town and corresponds to the current required to light 156,000 50-watt lamps. The sizes of the transformers are figured so that one bank of transformers in any of the three vaults can be out of service without curtailing the service to the building. In addition to this, low tension tie feeders are installed between the various transformer vaults to further increase the reliability of the service, and a connection from the low tension street mains is connected to this tie feeder, so that a considerable amount of current could be supplied from the street under emergency conditions.

Main Supply System

The building is supplied with five high tension, 13,800-volt service lines, three of which enter from 33rd Street and two from 34th Street. These feeders are carried to the sub-basement vault from which point they rise throughout the height of the building, connecting to the other two vaults. The conduits carrying these feeders are embedded in the concrete for their entire length. Cables are covered with a braided steel wire sheath, the steel strands of which are

Tallest building in world fast nearing completion. Beauty a marked characteristic, but it makes advances in utility, as electrical wiring indicates.

anchored at the 41st floor and 84th floor levels to support the weight of the cables.

Adjacent to each transformer vault, there is provided a low tension distributing switchboard which is connected by bus bars to the low voltage side of the transformers. From these switchboards, three-phase feeders, 120-208 volts, four-wire for light and three-wire for power, are installed horizontally to the various riser shafts and thence

to the lighting panels in these shafts and to the various sub-divisions of the power load.

Six riser shafts are provided from the sub-basement to the fifth floor inclusive, four of these continuing to the 20th floor and two continuing to the 84th floor. At each floor level of each riser shaft, panel boards are provided for the distribution of the branch circuits for lighting. These panels are of the knife switch, N.E.C. fuse, polarity type, and are arranged for sub-metering current supplied to tenants.

Local Supply System

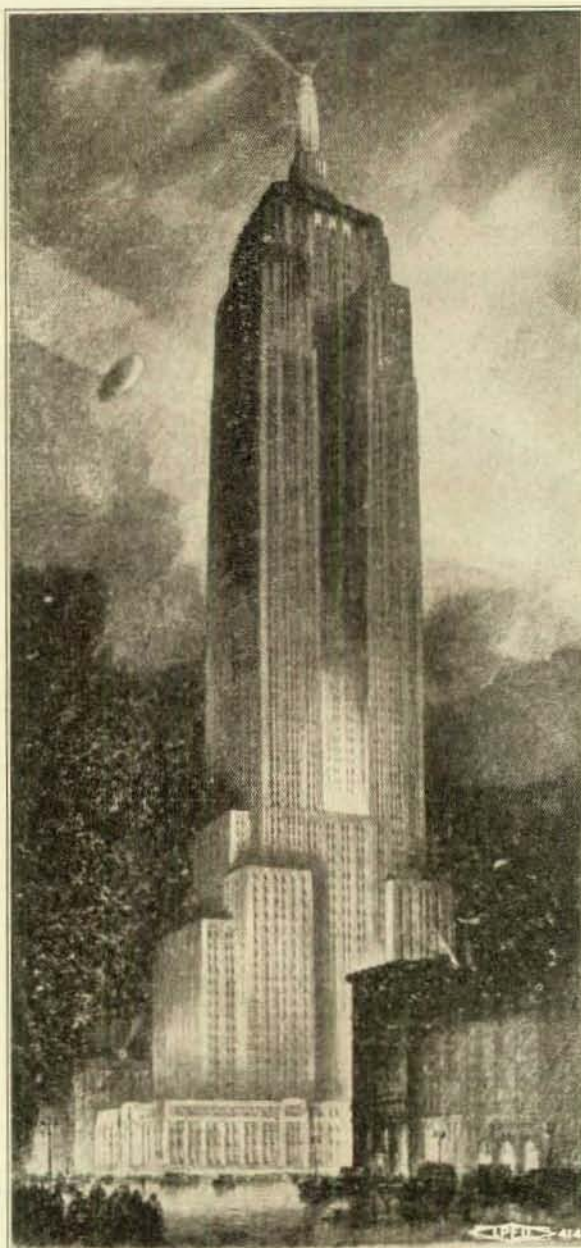
Considerable study was given the method of distributing the branch circuits from panel boards at the riser shafts to the outlets on the various floors. From the two angles of initial economy and future flexibility, to meet the requirements of tenants, particularly as to metering, a number of

preliminary layouts were made and estimates obtained. As a result it was found that the most economical system was with four-wire, three-phase, branch circuits combined with a modified grid system of conduits. This reduced not only the number of wires required but also the sizes of conduits and materially reduced the drop in voltage from the panel boards to the lights over the usual system of wiring with two-wire or three-wire circuits. The wiring in each bay for ceiling outlets, switches and base receptacles is concentrated at small junction boxes in the ceiling, these junction boxes being connected with conduits which in turn are supplied from the panel boards at the riser shafts. This provides great flexibility for tenant changes.

In general, four outlets are provided in each bay with a switch for each two outlets and one base receptacle on each column, both exterior and interior. The circuits are provided on the basis of approximately two watts per square foot, but the wiring system is sufficiently flexible to allow for an increase if needed by any tenant.

Special Floor Construction

Another departure from the usual practice is that the steel girders throughout the building are depressed one inch below the tops of the structural floor slabs. The beams framing into these girders are installed so that the tops of the beams are approximately one inch below the tops of the girders, thus bringing the tops of the floor beams about two inches below the tops of the structural slabs. With this method of construction all distributing conduits from the panel boards are cast in the floor slab. This is more economical in the installation of conduits, as all conduits are installed at one time instead of first installing the conduits between ceiling outlets in the slabs as is customary and later coming back and installing the home run conduits on the tops of the slabs, to be covered by the cinder fill. Less bending of conduits is required than where conduits are installed in cinder fill and have to be bent and so routed as to keep within the limits of



HIGHEST BUILDING IN THE WORLD. EMPIRE STATE BUILDING NEARS COMPLETION.

(Continued on page 716)

Has Nation's Capital Found Electric Rate Key?

THE steady drive by city and state for lower electric rates makes the experiment in the nation's capital of unusual interest. Like other cities, Washington had been locked in a struggle with the electric utility over a long period of years. Prior to 1917, the basic rate was 10 cents per kilowatt hour. In May, 1917, the Public Utilities Commission (created by Act of Congress in 1913) made an evaluation of the property of the Potomac Electric Power Company, the only electric company. On its findings, the commission ordered a rate cut of two cents. As the utility's usual course of procedure, it took both the evaluation and the rate cut into equity court. The utility won, and then followed the usual legal bickerings for about seven years. The utility itself grew sick of the struggle, though apparently victorious. It was fast losing public favor. Finally an agreement was reached between the utility and the commission, an agreement ratified by the court. These notable aspects of that agreement appear:

1. A high evaluation of the utility's property was allowed (\$32,500,000).
2. A high earning rate of 7½ per cent on this evaluation was allowed.
3. One half of the excess earnings above this 7½ per cent was allowed to the company.
4. But a basis for a periodic rate reduction was arrived at by allowing the public to share in the earnings—the other half of the surplus earnings.
5. Though the evaluation was high, and rate of earnings high, the company has since steadily made money, and rates have been reduced each year. Washington now enjoys one of the lowest rates in force in this country. It is expected to be lowered again January 1, 1931.

The electric utility appears to be satisfied with the arrangement, and so far as is known, electric consumers are satisfied. The financial history of the company since the plan has been put into effect is as follows:

	Excess earned above 7½ per cent	Applicable to rate reductions	Base rate per kwh.
1925	\$704,328	-----	7.5c
1926	861,653	\$352,164	7.0c
1927	675,790	430,829	6.25c
1928	1,250,124	337,895	5.9c
1929	1,327,761	625,062	5.2c
1930	-----	663,881	4.7c
1931	-----	-----	-----

This electric utility has demonstrated again that lowered rates mean an increased volume of business and increased earnings. The growth in population automatically tends to reduce the utility rates.

The features of the plan as promulgated by the Supreme Court of the District of Columbia are:

1. The commission to determine fair value of property now used and useful as of January 1, 1925, of \$32,500,000 including Maryland property.
 2. On the depreciation reserve as of December 31, 1924, approximately \$4,000,000 interest will be accrued on a 4 per cent basis and as an accretion to the reserve, lessening the amount of depreciation to be included as an expense of operation. Depreciation is to be based upon a modified straight line basis described below:
- When the depreciation reserve is below 15 per cent of the value of property indi-

Steady reduction in rates, though percentage of earnings is placed high, suggests feasibility of Washington's rate plan.

cated above, plus additions, the following rate applies—2.3 per cent of said value.

When the depreciation reserve is 15 per cent of the said value, but less than 16 per cent of said value the following rate applies—2.1 per cent of said value.

When the depreciation reserve is 16 per cent of the said value, but less than 17 per cent of said value the following rate applies—1.9 per cent of said value.

When the depreciation is 17 per cent of the said value, but less than 18 per cent of said value the following rate applies—1.7 per cent of said value.

When the depreciation reserve is 18 per cent of the said value, but less than 19 per cent of said value the following rate applies—1.5 per cent of said value.

When the depreciation is 19 per cent of the said value, but less than 20 per cent of said value the following rate applies—1.3 per cent of said value.

Thereafter the accretions to the depreciation reserve shall be such as not to make the total of said reserve in excess of 20 per cent of the value of property as stated above plus additions.

3. Rates for 1925 to be based upon a return of 7½ per cent on the above named value, namely \$32,500,000, plus estimated cost of additions undepreciated and weighted, and shall be as shown on Schedule A hereto annexed.

4. If the rates hereafter yield more than a 7½ per cent return on \$32,500,000 plus

actual cost of future additions undepreciated but weighted during a period of any one year, one-half of said excess shall be used in a reduction of rates to be charged the public for electric service thereafter, thereby providing a sliding scale of rates under provisions of paragraph 18 of the act creating the Public Utilities Commission, advantageous to the public and company alike, that is to say, by way of example, if the return for any one year should amount to \$100,000 over and above a 7½ per cent on the base ascertained as aforesaid then the rates for the succeeding year to be charged the public shall be automatically reduced by the filing of new rate schedules to absorb \$50,000 of such excess during such year.

5. If the average return for any consecutive five-year period falls below 7½ per cent on the base ascertained as aforesaid, or if the average return for any consecutive three-year period falls below 7 per cent on the base ascertained as aforesaid, or if the average return for any consecutive 12-month period falls below 6½ per cent on the base ascertained as aforesaid, the commission shall promptly increase rates so as to yield 7½ per cent on the base ascertained as aforesaid.

6. The impounded fund, with interest to December 31, 1924, less District of Columbia franchise and federal income taxes is to be divided equally between consumers and the company. Interest on that portion of the impounded fund which reverts to consumers shall be applied toward the cost of distribution of amounts due them.

7. The company to make refunds as promptly as possible or as the order of the court may direct.

8. Any amounts due consumers which may be unclaimed at the end of a period to be prescribed by the court shall be considered as income of the company and prorated over a term of 20 years.



HANDSOME NEW BUILDING OF POTOMAC ELECTRIC POWER COMPANY, WASHINGTON, D. C., BUILT IN PART OUT OF PROFITS, WHILE RATES MADE RAPID DECLINE.

Hollowness of Employee Representation Plans Shown

A Review of "The Filene Store" by Mary La Dame

By DR. WILLIAM HABER, Michigan State College

SINCE 1914, when John D. Rockefeller introduced his "employee representation" plan into the strike torn Colorado coal mines, "industrial democracy" has had a colorful career. The large increase in the number of these plans during the war and the period immediately following has directed an increasing amount of attention toward industrial relations on the part of students, management and trade union leaders. Not all company initiated plans of "democracy" have been a failure. The Columbia Conserve Company at Indianapolis, started by William Hapgood and his famous brother, Norman, is still, in a sense, one of the best examples of industrial democracy in the United States. By controlling a majority of the stock, the workers in this concern actually exert a determining influence over all policies of management, whether these concern wages, profits or discipline.

But other companies, those who have stopped short of giving to the workers a considerable measure of control over managerial policy, have not fared so successfully. The Dutchess Bleachery plan at Wappingers' Falls, long held as an example of workers' control, has followed the paths of other employer-initiated plans.

Some reasons why many well meant industrial democracy plans fail are found in the limited powers generally assigned. Since the amount of power granted is almost entirely determined by the management, the representatives of the employees have very little control over the more important aspects of the job. But since the vitality and effectiveness of company-initiated shop organizations depend on their scope and power, many of them fail to enlist the interests of the workers. Some of these employee representation plans are mere pretense; others play an important part in industrial relations in the plant.

Wages Saved to Employers

In general, these shop councils are given control of "service work" which includes health, recreation and housing activities. In the more progressive plants some control may also be given over grievances. But seldom, in fact in only a very small number of places, have the shop-councils any control of wages. In this vital matter changes are determined by the management and put before the workers for their approval. Negotiation is almost entirely unknown. If the shop council has any relation to wage determination the power is limited to consultation, the final decisions being reserved to management. The same limited control also applies to discharge and discipline.

These conclusions apply to most employee-representation plans in the United States. There are some exceptions. "The Filene Store, A Study of Employee Relation to Management in a Retail Store," by Mary LaDame (Russell Sage Foundation, 1930, \$2.50), describes one of the notable exceptions. It is a continuation of a series of investigations begun by the Russell Sage Foundation into the subject of "wage earners' participation in management."

The book describes the pioneering efforts of a department store employing nearly 3,000 workers, to share control of managerial problems with them. The Filene Co-operative Association, an organization of the employees, first became responsible for the

Most notable example of company union, that of Filene's, Boston, never gave workers determination of wage matters. Three of four "worker representatives" store executives. Stock sharing restricted to small group.

"welfare" work in the store; later it took on or was given added powers to initiate new store rules, or modify or cancel existing ones having to do with store discipline, working conditions or relations. It could vote on all these matters and could even by a two-thirds vote override a veto of the management. It elected an arbitration board, composed only of employees, which had final decision over matters of grievances or disputes involving minor matters as well as questions of discharge. The employees elect four of the 11 members on the board of directors, elect their own "business agent" who gives his full time to the work of the employees' association.

Real Recognition Abandoned

But in terms of effective control over wages this impartial investigator finds little power lodged in the workers. The employees' association plays no part whatever in the matter of wage determination. Nor have its representatives any voice in the matter of determining the profit sharing or employee-bonus plans. Three of the four representatives of the employees on the board of directors had always been store executives. In addition these employee directors assumed the attitude that they were not responsible

for their actions to the employees or their association. The profit sharing and stock-participation plans are not participated in by the rank and file but increasingly concentrated in a comparatively small group.

The conclusions of the author are significant and point to an inherent weakness of all such "industrial democracy" programs. "The methods of building up the co-operation of employees, through participation in management, through participation in profits and through ultimate participation in ownership, have one by one been abandoned or seriously limited in practice."

The reasons for this change in policy are in part accounted for through the loss of controlling power by A. Lincoln Filene and Edward A. Filene. During the period of their active participation and ownership and management of the store, the policies which they initiated were well on the way toward being developed. But other partners, financial interests dictated to the contrary. The result, an experiment in management-worker co-operation in a large retail store will have to await another opportunity.

In addition to the already-cited limitations of employee representation plans, the Filene experience shows that the success and continuance of any employer-initiated plan for "industrial democracy" depend on the control and good will of the individual who initiated. When he leaves the picture, the plan and all it stands for is likely to go with him.

New Ship Swims With Fins Like Fish

Ships built like fish, with fin-like paddles to drive them instead of the usual screw propeller, are proposed by a German engineer, Herr Walter Riemann, who has built and tested two models of his invention near the city of Chemnitz. The hull of the new ship reverses the conventional shape of a sharp-pointed bow and a blunt stern, its blunter end being forward like that of a fish. This, however, is no startling innovation, for it now is known that this design of a blunt bow and tapering stern creates less fluid resistance either in ships or in aircraft and approximations of this shape have been used in the newest German steamships, the Europa and the Bremen, as well as in Zeppelins, for airplane bodies and even for high-speed automobiles. The novelty of Herr Riemann's design is in the propelling mechanism, which consists of two long, horizontal ladders, one sunk under the water on each side of the ship. Instead of rungs these ladders have hinged vanes like small swinging doors. Moving rods wave the vanes back and forth, the vanes being so designed that they create a strong pressure against the water when moving in one direction but very little when moving in the reverse direction, thus acting like the fin of a fish or the outstretched hand of a swimmer. The one-way force thus created against the water is what drives the ship. The model ships at Chemnitz operate, witnesses declare, much as predicted by their inventor. One advantage is that they can turn in their own length as though on a pivot, having no need of the steering way necessary to make an ordinary rudder effective. How efficient the new fin propellers will be in comparison with screw remains to be decided.



WILLIAM HABER

In Force 10 Years, New Twist Given Power Act

LABOR unionists are familiar with judge-made law. They are not so familiar with attorney general-made law. It is likely that they will learn effectiveness or non-effectiveness of law by official interpretation, as soon as the now already famous Clarion River Power case gets its hearing in court. The Clarion River Power Company has asked the District Supreme Court, Washington, D. C., to restrain the Federal Power Commission from holding hearings on, or determining its claimed net investment on its project, alleging the commission is without authority under the law to do so. This is construed as an attack on the constitutionality of the power act, passed by Congress in 1920. The Clarion River Power Company did not make this attack until Attorney General William D. Mitchell told Secretary of the Interior Ray Lyman Wilbur that he doubted the constitutionality of the power act. This interpretation was made late in September, and turned upon the question as to the precise meaning of navigable as used in the power act, in reference to a power site, sought by the Appalachian Power Company on New River. Attorney General Mitchell said:

"Upon the facts stated by the commission in this case the United States has no power to prevent the construction of the proposed project on the New River unless its operation will tend to impair the navigability of the Kanawha River by changing the normal and regular flow of the stream; and the only interest which the United States has to protect and for which it may be justified in issuing a license, is a very minor part of the complete project, viz., the manner in which the flow of the stream below the dam is affected by the operation of the water power. I am advised by a representative of the commission that under a license providing merely for proper control of the retention and release of water, this project will tend to improve the navigability of the Kanawha River. Under these circumstances every purpose within the power of Congress may be accomplished, by the issuance of a minor part license under paragraph (1) of section 10. Accordingly I am of the opinion that the most reasonable construction of this statute is that paragraph (1) of section 10 was intended to have application in such a case provided the interests of the United States may be fully protected by the issuance of a license to control the flow of the stream and/or to use physical instrumentalities which may be used for this purpose, the conditions of such license to be fixed by the commission in its discretion under section 10 (1) of the act."

Paradoxical Situation

It is apparent that this interpretation "pre-judges" any case involving this point. The Clarion River case involves it. This interpretation means that the commission can issue minor licenses to the Appalachian Company on the ground that New River is non-navigable. Minor licenses carry few restrictions. Major licenses permit the Federal Power Commission to block the entrance of inflated values in the erection of power plants. If the Clarion River Power Company wins this suit, the federal government will lose authority over such water power sites all over the country. Less

Attorney General of United States finds new meaning for "navigable." Interpretation opens door for unrestricted surrender of major power sites. He questions constitutionality of law in force since 1920. Power companies move into court, to test validity. Popular Government League intervenes. Twelve famous lawyers aid.

than one-third of power sites are developed. Eighty-five per cent of the remainder are under federal control, and would be put in jeopardy by an adverse decision.

That there has been fear for years that



JUDSON KING

Director National Popular Government League. He challenges power interests.

the Federal Power Act would be nullified by one device or another is indicated by this statement of the Federal Power Commission made in 1922.

"There are movements on foot in several quarters to secure for certain sites or streams special legislation, which if approved would constitute a partial repeal of the federal water power act, and would eventually result in the progressive disintegration of our present national water-supply policy. If these proposals that rights or authorities be granted independently of the present law be examined, it will be found that some or all of the essential features of the act, particularly those that protect the public interest, have been omitted, even when provisions in direct con-

diction have not been substituted. Furthermore, the granting of special privileges to favored interests would clearly discriminate against those who, in the faith that Congress had at last fixed its policy, are investing hundreds of millions of dollars under the obligations of the act. The results already accomplished afford convincing evidence that grants of special privileges are not necessary in order to secure the development of all the electric energy that the market can absorb. Congress made no mistake in its declaration of policy in the act of 1920, but it would be a serious mistake to permit that policy to be essentially modified. The proposals for special legislation are primarily attempts to circumvent the present law. If successful, they would be dangerous not only in themselves but as precedents for similar action in the future. Having spent ten years in discussing and developing a national water-power policy and having written such a policy into legislation, it would be most unwise, even though the act were not successful, to permit the law or the policy which it expresses to be essentially modified, except after fair trial and convincing evidence of the desirability of change. To proceed to modify it directly or indirectly when it is proving to be a distinct success would be folly. In any case modification should come as a change in the general law after due consideration by Congress and not as special legislation applicable to a particular site.

Realizing that the whole fabric of federal regulation may crumble under the impact of the power interests' attack, the National Popular Government League, through its director, Judson King, intervened in the suit. The intervenor feared that lawyers from the Department of Justice would be restricted by the ruling of their chief, the Attorney General.

Entrance For Water Made

The effect of the Attorney General's opinion is threefold, the petition says. Its first effect "is to hold that the Federal Water Power Act gives the United States no power to include in licenses for such streams as the Clarion River any conditions or requirements for fixing the actual legitimate, original cost" of the project. Upon this cost is determined the price at which the government can recapture the project and, indirectly, the rates charged and securities issued.

Its second effect, says the petition, is "to intimate that any other interpretation of said act would make it unconstitutional." This is to hold that the "minor license" section of the act, although "patently inapplicable" must be invoked in such cases.

The petition expresses the belief that the power company is preparing to question the law's constitutionality. If and when this is done, it asserts, the government and its counsel "will be embarrassed and substantially hampered in defending the suit without combatting the opinion of the chief law officer of the United States". The Attorney General, it points out, selected the counsel for the government and is therefore their controlling superior in defending the suit.

The attorneys who are associated as counsel for the intervenors include:

(Continued on page 712)

Machines Affect Labor Relations in Building Trades

It is a commonplace that building is a basic industry. It touches the fundamentals of living—namely, shelter, protection, home, family life, and yet this basic activity has had little or no study by first-class minds in this country. Colonel William Starrett's book, "Skyscrapers," written by a practical builder, and catching the adventuresome spirit of the great game of construction, appeared two years ago, and made a sensation. It revealed for the first time the secret of why hundreds of thousands of strong men give their lives to the occupation. It depicted the thrill, the creative joy, of the game. There was something, too, authentic in President Broach's "Union Progress in New York." As Colonel Starrett spoke as an employer, President Broach spoke as a labor leader, and revealed many hitherto hidden facts of the labor world. Now comes a young scholar, William Haber (professor of Industrial Relations, Michigan State College), and reviews the construction field from the point of view of the historian and critic. Yet his book (Industrial Relations in the Building Industry: Harvard Press, Cambridge, Mass.) is just as authentic as the other two. Here is a book that will help every trade unionist understand the job better. It will doubtless remain in use for a long time as a standard work in the construction industry. Though it treats primarily of industrial relations, it touches every phase of building, and touches it intelligently. We believe that trade unionists will agree that Haber is no captious intellectual, but a scientist who understands effects in terms of causes.

One of the most interesting sections of the book is found in the opening chapter dealing with mechanization of the job. Let us present a portion of this discussion:

"Equally important is the mechanization of major operations in construction. A volume of business for buildings and highways amounting in 1927 to more than \$7,000,000,000, could not have been obtained without the aid of machinery. This program would have overwhelmed the resources of contractors 25 years ago, when hand labor supplemented by a limited amount of crude mechanical methods predominated. The construction industry was one of the last to use power. Indeed, even today building operations conducted outdoors use more hand power than those which are housed. Mechanization of the industry was by no means rapid. During the Civil War mechanical improvements were greatly accelerated by the shortage of labor. After the war came many changes in the methods, tools and appliances used in building construction.

"It was not until this country entered the great era of trans-continental railroads, beginning in the 70's of the last century, that any real incentive was offered to the inventive genius in the construction equipment field. Up to this time, machines for particular purposes had been built for individuals. There were few for use in the building industry. When the large-scale projects were planned, however, an opportunity appeared for more extensive use of machines in construction. Today about 500 manufacturers produce machinery for construction purposes. Where 20 or 30 years ago the use of machinery was confined mostly to large builders, today almost every builder has some machinery in his shop and on the job. There is now an efficient machine at a reasonable price for almost every operation formerly done by hand. . . . At

Now appears another work illuminating a whole area of the construction field. William Haber's "Industrial Relations in the Building Industry", a landmark of development.

the present time electrical welding is coming into use. . . . Materials which four men require 30 minutes to load can be handled by one man with a portable-belt conveyor in five minutes. An ingenious car unloader is in use which takes a freight car in its embrace, dumps its contents and replaces it on the track. . . . Even on small contracts, power excavating and handling machinery can be made profitable. In excavating foundations for small buildings such as residences, the horse-drawn scraper has proved quicker and more economical than hand labor. Now a small power excavator is rapidly replacing the horse-drawn scraper in all favorable conditions. . . . Concrete mixers range in size from the hand mixer, which can be used on smaller jobs, to the power mixers of 28 cubic feet capacity and larger, into which the materials are constantly poured

and the aggregates constantly delivered. Hand mixers would have made the use of concrete in winter uneconomical, if not impossible. . . . One man with a machine can mix enough mortar for 20 bricklayers, reducing the labor to less than 25 per cent of that needed for hand mixing. . . . Once it took four men 15 minutes to fill a wagon if the earth were loose. Now the machine does it in one scoop. One gasoline crane takes the place of 10 or 12 laborers. The hodcarrier is gradually disappearing before the invasion of the material hoist. . . . The electric engine for hoisting was introduced in 1890, doing away with the steam and soot produced by the old type engines. This was followed by the automatic control to prevent overwinding, to hold the load in case of failure of power supply, and to stop automatically at predetermined floor levels. The gasoline hoist was developed in 1905 to supply power where electric current was not available. Steel derricks were invented for use on the long-span bridges and steel building increasing so rapidly in dimensions. . . . Take, for instance, the work of sanding a wood floor. One man with a power surfacer can accomplish as much as six handworkers. . . . A skyscraper of 20 or more stories can now be built within a year. . . . The mechanization of the daily jobs on building operations continues at a rapid pace. Manual labor is totally eliminated on some operations and greatly reduced on

(Continued on page 716)



AN INDUSTRIAL TYPE

From the painting "The Machinist," by Gerrit A. Beneker

Human Stories Limn Awful Tragedy of Jobless

BOSTON

"Captain Tom Brown, of the Fort Hill Square firehouse, has discovered the 'hungriest thief.'

"A crust of bread, thrown to a flock of pigeons which are regular noonday visitors at the firehouse, landed at the feet of a passerby. The latter pocketed the morsel and outdistanced pursuing fire laddies who sought only to give him a square meal."

NEW YORK

"The sisters at St. Vincent's Hospital give bread and a cup of soup to whoever comes to their door, but the numbers have mounted to hundreds and the sisters fear that they cannot continue to feed them."

PITTSBURGH

"Fifteen hundred men are sleeping outdoors. They have no work and must find shelters in doorways and corners as best they can."

"Caught stealing a loaf of bread for his four motherless children, Joseph Drusin, 39, of Rural Ridge—a small mining town—hanged himself rather than be brought into court."

"For years Drusin had worked in the Monarch Fuel Company mine but in the end was made a victim of 'economy.' After months of joblessness, Drusin could listen no longer to the pleas of his hungry children and thought to steal a loaf of bread would not be such a crime as letting them starve."

"Much suffering is going on in the mining towns in Pennsylvania. Rural Ridge, near Parnassus, where the big mine disaster took place but two years ago, has not worked steady time for years."

CHICAGO

"A thousand men are sleeping nightly on the lower level of Michigan Avenue along a loading platform of one of the big buildings while the automobiles roll by overhead and the winter has not yet begun, though the nights are cold."

"There is a doorway on Clark Street near Huron. The stairs lead to some sort of rooming house. She is huddled against the

wall, half-asleep, stirring often, trying somehow to rest. She is over 60.

"I had a job scrubbing. Now I have not got the job. Now * * * I do not know. Maybe I can find another."

"She had slept outdoors for five nights. She will not go and ask for charity, she will not beg. She stays here. The janitor is kind. He said he may be fired for it, but he turns on the heat at night in this hall radiator so the old woman will be warm. He is doing what he can."

"But there are only a few?"

"John sells hot dogs along the wharf past the navy pier all night long. He sells hot dogs to ship men and policemen and wanderers. He watches each morning when the homeless army gets up. They get up out of the raw grass there, dozens of them, and wander toward the pier, blinking, shivering. The washroom opens at 8. They can go in and wash and set out on the hunt for a job again. They can get warm."

"John says 'I don't know where the women go.'"

"Sharp winds foretelling winter's rapid approach today found many of Chicago's homeless and hungry secure in shelters they have built amid a mass of brick, stone and junk."

"A block square on Canal Street, just west of and in sharp contrast to Chicago's towering Loop skyscrapers of steel and concrete, is the 'City of the Homeless', where color and creed mean nothing."

"Here—in, over, under and between the mass of broken brick, stone, cement, block, tin, junk, boards and dirt—at least four-score of the city's unemployed have constructed 'model' hovels for winter hibernation."

"The homemade huts represent almost the primitive in architectural design. The materials—principally brick and tin—are more modern, but they have been combed from the huge debris ground that is bounded by Canal and Harrison and Clinton and Polk Streets."

"Some have been erected with particular care. The crevices are filled with mud and rags and dirt. Inside may be a strip of discarded carpet spread on brick or bare earth. Every hut has its stove, each original enough to patent."

KANSAS CITY

"It's the fathers you find nowadays at the Mercy Hospital clinic bringing the children in for treatment. The mothers are busy working in laundry or factory while the fathers are out of work."

WASHINGTON

"Shivering and hungry men loiter at street corners opposite the White House grounds, and in ashamed and confidential tones plead for help to pay for a meal or a night's lodging."

"Three blocks away from the big iron gates and the stone posts of the White House front is the tenement where an Italian worker, desperate from months of unemployment, tried to kill himself and his wife, the Sunday morning after election day. (Two small children gave the alarm, and the couple will survive to face hunger again.) But within the iron fence there is the shining beauty of the Executive Mansion, the security attested by smartly-uniformed police on either side the doorways, and within the mansion there is lively preparation for 'the most brilliant social season in years.'"

[Excerpts from news despatches of Associated Press, Federated Press, United News, and Chicago Federation News.]

We are spirits. That bodies should be lent us, while they can afford us pleasure, assist us in acquiring knowledge, or in doing good to our fellow creatures, is a kind and benevolent act of God. When they become unfit for these purposes, and afford us pain instead of pleasure, instead of an aid become an incumbrance, and answer none of the intentions for which they were given, it is equally kind and benevolent, that a way is provided by which we may get rid of them. Death is that way. Our friend and we were invited abroad on a party of pleasure, which is to last forever. His chair was ready first and he has gone before us. We could not all conveniently start together; and why should you and I be grieved at this, since we are soon to follow, and know where to find him.—Franklin.



WAITING

Research Plan of Brotherhood Adopted Rapidly

IN conformity with the new constitution, local unions are rapidly adopting methods of keeping simple statistics. A research memorandum sent out from the International Office, brought instant response. Many important locals have already adopted a system of statistical accounts. The International Office is giving assistance by preparing life-time research ledgers, a loose-leaf, alphabetical system, based on a year's calculations. This is an original accounting system that will greatly facilitate the work of the local offices. The International Office has also printed weekly reporting cards, and is wholesaling them to the local unions.

These preparations stress the permanent character of the statistical work. It will take several years for the full force of the plan to be felt.

Tribute is paid Local Union No. 28, Baltimore, where the practicality of the statistical plan was first tried out and proved, under Vice President Edward Bieretz.

Many Locals Approve

Letters reaching the International Office attest to local approval of the research plan.

"I am working the system for keeping the statistics of the local, and would appreciate it if you would send me the prepared memorandum of general suggestions of the research department. This, in my opinion, is the best thing that our organization has started, and I am for it strong."—*Syracuse*.

"I note in the October issue of our ELECTRICAL WORKERS' MAGAZINE an item suggesting that those in charge of the new statistical work cards write in to the research department and obtain further suggestions on taking care of, and the filing of the information obtained with these cards. Will you kindly send me the same.

"Perhaps it would not be amiss for me to say here, that your ideas on getting important statistics are certainly up to the minute. I am a senior in the state university of Montana here in our city and I am enrolled in a course known as 'Labor Problems.' One of the items stressed in this course is, that if labor organizations are to further themselves and progress—they shall have to adopt scientific and business-like programs, maintain research and statistical departments and use this information to chart out logical programs.

"I look forward with pleasure to the work I shall do in taking care of our local statistics. If at any time I can make practical suggestions on the use of the cards, I shall certainly be only too glad to send them in to our research department."—*Missoula*.

Calls Seem Valuable

"The suggestions outlined in the four-page communications are both interesting and intensely valuable. It will require a considerable amount of toil to secure and keep these statistics, but steps looking forward to these ends have already been taken. When we have organized a plan for gathering and filing data, I will be pleased to communicate it to you, and also send you any blank forms we may have printed for that purpose."—*Los Angeles*.

The railway department of the A. F. of L. has considered the research plan of the International Brotherhood of Electrical Workers, and has called a con-

Local unions catch vision of organization, knit closely together, operating on accurate knowledge, foreseeing trends, and building stably against disaster, because each union "knows".

ference for putting a like plan in effect among the railroad crafts.

Question Asked

The research memorandum sent out over the signatures of President Broach and Secretary Bugniet stressed the following points:

What was your hourly wage 10 years ago? Do you have to call up some old-timer to find out?

How many days enforced lay-off has each member of your local suffered in 1929? in 1930? What is the total man-hours lost by unemployment by the entire local? Do you know? Can you even guess?

How many fatal accidents on the job has your local had this year?

How many man-hours were worked by your local in 1930? How does this compare with the man-hours worked by non-union men? More or less?

What is the total building construction per month, per year in your community? What percentage of this is electrical construction?

How much of your work is industrial? commercial? residential? power? telephone? radio? vitaphone? television?

When a business depression comes, how is it met by individual members of the union? These are some of the questions which en-

ter into the wage question. And it is this information which will enable your local (1) to meet the employers in wage negotiations; (2) to determine whether the local is making progress or going backward; (3) to give the membership assurance of the effectiveness of organization; (4) to create confidence in everybody's mind.

What Are Man-Hours?

If John Jones works 1,600 hours in 1929 (eight hours a day for 200 days) and if there are 1,000 men in the local union, and each works the same time, the local union works 1,600,000 man-hours in 1929. But not all men average 1,600 hours a year—therefore, an accurate card record should be kept for each man, and the total man-hours worked estimated for the entire local every week.

Some Concrete Suggestions

1. Don't try to keep statistics in your head.
2. Use ledgers or filing cards, or both.
3. Make some accurate, studious fellow responsible for this work, or if you have a book-keeping department, turn the job over to it.
4. Get weekly reportings.
5. Make monthly totals, and bi-yearly grand totals.
6. Bear in mind that the value of statistics will not appear immediately. It will take at least two years; more valuable in five and 10 years.
7. But a beginning must be made and the record kept continuously and accurately.

Local Union No. 28, Baltimore, has been quite successful in keeping intelligent and valuable records. This is done by issuing a card form to each member, and requiring him under the law to report every week.

Ray Lamps For Inside Stomach

Ultraviolet ray lamps to be swallowed, as one might swallow a pill on a string, to provide curative rays for ulcers of the stomach or similar diseased conditions, have been devised in Europe; notably by Dr. S. Westmann, of Berlin, Germany, and Dr. Huserl and Herr Babler, the latter an electrical engineer, of Vienna, Austria. Ultraviolet rays applied to the surface of the body do not penetrate the flesh as X-rays do but are stopped by the outer sixteenth of an inch or less of the skin. In the effort to use the germ-killing and other curative actions of these rays internally, rods and tubes of clear quartz have been made, intended to be thrust down the throat or into other body cavities and to lead in the rays from ultraviolet lamps outside the body. There are difficulties, however, about introducing such solid rods into ordinary people, whatever might be true for a professional sword swallower. German and Austrian physicians and engineers now have constructed, therefore, very small ultraviolet ray lamps in quartz capsules not much larger than a capsule for drugs. These are connected to flexible wires inside a rubber tube, which the patient swallows also. The electric current then is turned on and rays generated from the swallowed lamp bathe the whole lining of a diseased stomach, for example, in curative radiation. When the treatment is over the capsule-lamp is withdrawn by means of the wires on the rubber tube.

Name	Employed by	1930	Specify No. of Hours Worked in Each Class	Straight Time	Time and one half	Double Time	19
PLEASE WRITE PLAINLY AND MAIL WEEKLY Week Ending			Industrial Power				ATTENTION SECTION 66 BY LAWS
			Industrial Lighting				
			Commercial Lighting				
			New House Wiring				
			Old House Wiring				
			Fixture Work				
			Telephones Bells or Signals				
			Shop Work				
			Jobbing Work				
			Marine Work				
			Total Number Hrs. Paid for				
			Total Wages Received				
			Complaints of Irregularities				

What Co-operation Has Done in Electrical Industry

By JOHN W. HOOLEY, President, New York Electrical Contractors Association

An Address Before New York Building Congress

THE electrical contracting industry differs from other industries in the building trades because of several basic factors:

Twenty-five years ago the electrical industry was young and the building business was old. At that time there were very few central electrical stations in the United States. Today there are more than 4,000 with more than \$10,000,000,000 invested and billions of horsepower literally under the control of a finger's end by a switch, and this progress in the electrical development has done more than any single agency in the world to promote health, happiness and the general prosperity of the entire world.

The development of this business would have been impossible, except for the huge system of network and transmission, and the electrical contractors composed of trained engineers and technicians are the men who are largely responsible for the installation of these transmission systems. Consequently, the electrical contractors' development and viewpoint have grown and kept pace with the development of the electrical business, and, after all, this development would not have been possible, except for the actual work of installation performed by the men who work for us and who are known as electricians. As the electrical contractor has developed, so has the electrician, and as the electrical contractor ranks high in the building group in education and training, so also does the electrician rank with his fellow workers in the building trades; for while many of the trades in the building business have steadily declined for years, the electrical trade has continued to develop with increased magnitude and success.

With this viewpoint in mind, it is not difficult to visualize why there should be a difference of thought between the electrical

Members of the International Brotherhood of Electrical Workers will be interested in this summary of developments in the industry by an employer, and a leader of the contractors.

group in the building trades and the other groups.

International in Scope

Then, too, the electrical contracting business is an international business, many of the larger contractors operating not only in the larger cities of the United States, but also in Canada.

With the intensive development of the electrical business and continuously coming in contact with engineers, research and development directors throughout the United States, there has been built up in the electrical industry, an international viewpoint on the part of the electrical contractors.

We speak freely of the word "co-operation" today, but few of us know much beyond the spelling of the word and its general usage, as to what the word really means. About 15 years ago we in the electrical industry were blessed in having with us two great men, men who had vision, understanding, human kindness and who preached to us for the first time the gospel of "co-operation". I refer to Mr. L. K. Comstock and the late John A. Cole.

These men preached co-operation between the various elements entering into the electrical contracting business; co-operation

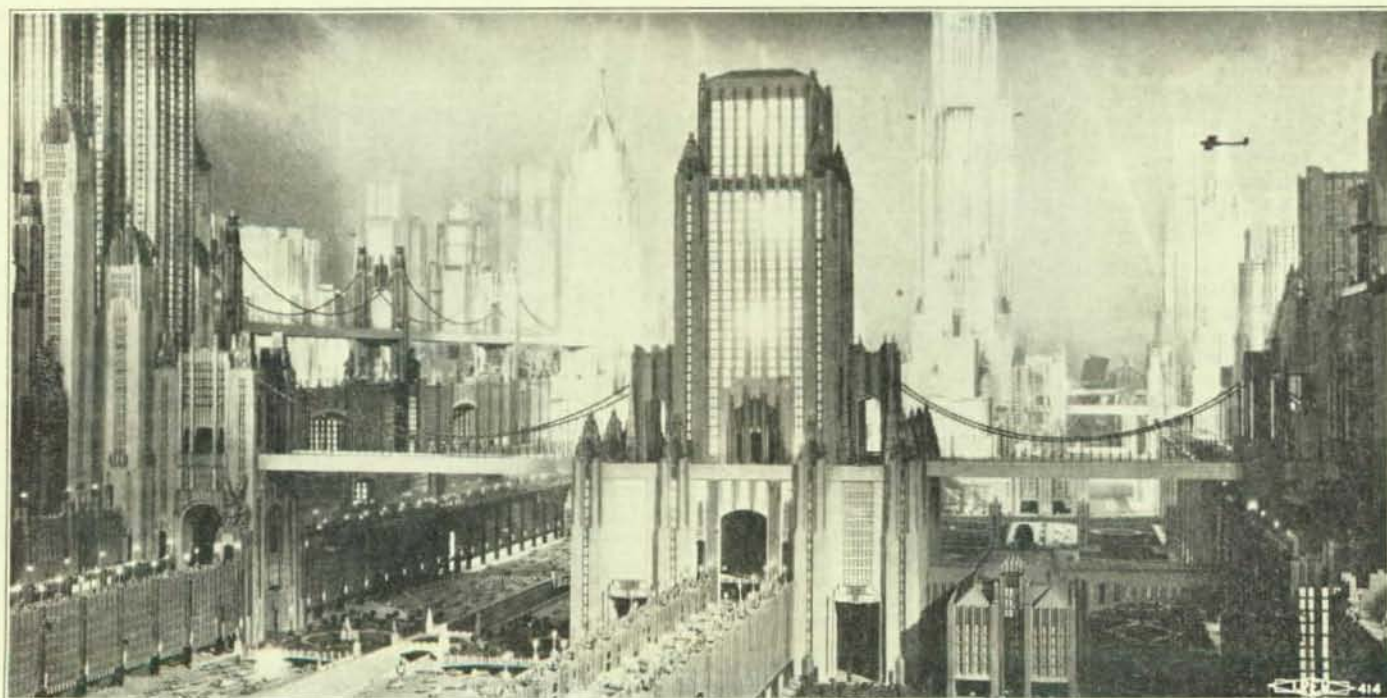
between contractors, jobbers, engineers and labor, and pointed out that we had a signal duty, and that was, to develop this business on modern lines, eliminating strike and disagreement, and substituting for them harmony, consideration and association-mindedness. They continuously preached to us that if the profession of a desire for co-operation made by both the parties in dispute is genuine, then the results will be immediate and surprising. Co-operation on the basis of sympathetic understanding on the part of each, of the problems of the other, will begin to reveal vistas of profitable relationships hitherto undreamed of. You will discover that most of your real interests are held in common. Common interests demand organization. Organization demands direction. Direction demands conference; and conference demands rational compromise. Compromise demands self-subordination, and self-subordination demands individual courage of the highest order, and when you have dealt with co-operation on this formula, you will have begun to scratch the surface and realize the tremendous benefits to society.

Strikeless Industry Created

This program was preached for approximately three years, and I am afraid in some cases, fell on deaf ears, but finally, about 12 years ago, this policy resulted in the formation of the Council on Industrial Relations for the electrical construction industry in the United States and Canada, and automatically, with the forming of council, stopped the strike in the electrical industry, and there was created a strikeless industry in the electrical business, which is the only business in the building business that has achieved this success.

Now, the contribution to society and the

(Continued on page 713)



Courtesy Fox Corporation

THE CITY OF THE FUTURE. THIS IMAGINATIVE CONCEPTION IS FROM THE CURRENT FILM, "JUST IMAGINE". IT CATCHES THE "ELECTRIC EASE" OF THE COMING METROPOLIS, AND ITS IMMENSITY.

Unionization of Negroes in the South Urged

A REVIEW of the economic status of the Negro in the south, suggested by President Hoover, and vouched for by Secretary of Commerce Lamont, Secretary of Agriculture Hyde, and other leaders, finds unionization one solution for the Negroes' problems. This report is given here in full for its interest to labor, first, and second, for its general economic soundness.

The attached report on "The Economic Status of the Negro" was prepared at the suggestion of President Hoover, based upon a survey conducted by Dr. T. J. Woofter, Jr., of the University of North Carolina. Dr. Woofter's survey was made under a grant from the Julius Rosenwald Fund, of Chicago.

Agriculturally the Negro is involved in the general farm problem of the nation, particularly of the south. Industrially the Negro, both north and south, has been gaining ground in certain classes of occupations and losing in others.

I. Agriculture

According to the report prepared for this committee by Dr. T. J. Woofter, Jr., under a grant from the Julius Rosenwald Fund, there is on southern farms today a great reservoir of labor. The population, both negro and white, is rapidly increasing by excess of births over deaths. Approximately 80,000 more Negroes and 300,000 more white people are born each year than the number who die, in this area. The increase is taking place in a region which under the present system of agriculture will not adequately support those now living there so that the excess is drained off to the cities.

The productivity of southern agricultural laborers is low. Their gross productivity is about one-half of that of agricultural laborers in other sections.

As a part of the general agricultural situation the Negro farmer in the south relies upon the one-crop system. He is subject to grave fluctuations in the price of cotton and tobacco and does not raise a sufficient proportion of his own food and feed. He is involved in the tenant organizations, is dependent upon exorbitant credit facilities, and, until recently, has been subject to unsatisfactory market conditions.

In so far as the Negro is a part of the general problem of agriculture in the south, such steps as are being taken to help agriculture in general should result in his improvement, if care is taken to see that these general programs are as effective for the Negro as for the white farmer. But it may be that additional efforts can usefully be made.

The pressure which is driving from country to city a substantial part of the rural

U. S. Department of Labor issues report which sets seal upon union organization of Negro workers.



AFRICA

A Wood Carving by Waldemar Rannus

population, does not, in the committee's judgment, mean that the best farmers are leaving the land. Indeed, the fact-finding report shows that there are many successful Negro farmers under present conditions, and a part of the proposed program is to encourage these and to increase their number.

The committee therefore recommends:

1. That agricultural education in Negro schools and state colleges be generally strengthened; that emphasis be laid on agricultural economics especially in farm management and marketing. Private as well as public funds can play an important part in this work.

2. That continuing attention be paid to

extension facilities in order to increase productivity and promote better farm management, especially by improving the calibre and increasing the number of farm and home demonstration agents and through the Federal Board of Vocational Education. Negro agents are especially effective in reaching Negro farmers.

3. That effort be put forth to include Negro farmers in co-operative marketing projects. Special efforts are needed to make the Negro realize the value of co-operative marketing and enter into the activities of these associations.

4. That experimentation be undertaken to discover better and more economical methods of handling production credits for Negro farmers.

5. That efforts be made to widen land ownership by Negroes, both individually and collectively, and to strengthen communities of Negro land holders.

II. Industry

In industry as in agriculture, profound changes affecting the Negro have been taking place in recent years. In the south, whites now compete with Negroes for such occupations as domestic service, carpentering, brick-laying, plastering, painting, tailoring, and barbering, most of which formerly were largely traditional Negro callings. Negroes in large numbers have moved northward to enter a wide range of urban occupations. By 1920 one-third of the Negro population was in cities, and the census of 1930 will show an even larger proportion.

Losses in one class of occupations have been offset by gains in others, but the shifts have worked great hardship. The losses have been in certain skilled trades and in municipal employment in the south, and in jobs such as waiters and barbers, both south and north. The greatest gain in Negro employment from 1910 to 1920 (the last year for which census material is available) was in the steel, meat packing, rubber and automotive industries.

Questionnaires indicate that the major plants which employed Negroes before 1920 have since continued to employ them in about the same numbers.

The committee notes that there are obstacles to the rise of Negroes into the higher paying jobs, but both the census of 1920 and the fact-finding report of Dr. Woofter indicate an encouraging increase in Negro employment in skilled and semi-skilled occupations.

The committee believes:

1. That facilities for industrial education for Negroes require strengthening.

2. That trained personnel workers or counselors in vocational and educational

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In Hearts of Linemen There Dwells the Viking

By F. SHAPLAND, L. U. No. 230, Victoria, B. C.

THE fall of 1902 was stormy. Early in the morning of December 22, an arrogant, war-wind came roaring across the Straits of San Juan, marshalling before him his countless regiments of fiery, white-maned sea cavalry and hurling them, rank upon rank, with thunderous roar and unavailing fury against the rock-studded cliffs of Dallas Road, where, foiled and broken, they were dragged back into the depths by the sullen undertow while the spray of the battle rose high in the air and was carried far inland.

The numerous seagulls in the vicinity seemed to catch the spirit of the storm's reckless abandon as they whirled here and there in great circles, or poised motionless against the onrushing gale, ever and anon sweeping down to rest on the tumultuous face of the water, all the time uttering their weird, shrill cries like restless spirits from the Halls of Valhalla. The whole scene was so wild and barbaric that one would scarcely have been surprised to see the high prow of a Viking warship creep slowly around the nearest point and proceed to land a few score of hardy Norse warriors in winged helmets and glittering mail, in quest of adventure, in which case, had it been in the present piping times of peace, would have necessitated the sending of a hurry-up call for the patrol wagon and its dauntless band of blue-coated panther slayers (about three years ago the city police rounded up a full-grown panther and shot it on the basement steps of the Victoria Carnegie Library) to arrest the lawless invaders on a charge of bootlegging and place them in durance vile.

The grand old oaks of Beacon Hill Park, sturdy brothers of the famous tree which once sheltered a royal head in its friendly frondage and saved him from death by the executioner's axe still red with the blood of his sire, withstood the fiercest onslaughts of the boisterous disturber of the peace with the same immovable, serene courage which they have manifested on all such occasions down through the changing ages while empires rocked and thrones tottered to their fall, but the tall, stately poplars on Government and Belleville Streets were bowed over at a most alarming angle and even on the sheltered waters of the inner harbor the trim, white launches tugged vigorously at their anchors, while three little fishing boats moored to one of the piles of the old wooden bridge kept nudging each other in a friendly manner, as if to say, how lucky we are to be here in safety.

Like Hawk's Visit

The effect on the staid, old town was much the same as that produced among the feathered inhabitants of a barnyard by the descent of a hawk in their midst, such a clamor and outcry. Old signs creaking on their rusty hinges, the loud slapping of ropes against tall flagpoles, and on one roof a heavy piece of loose zinc kept knocking loudly up and down, for all the world like the sound of a gigantic gavel wielded by a speaker to bring an unruly audience to order. But, to put the finishing touch to his bad behavior, this mischievous old wind flirted most shamefully with the long skirts of the few lady pedestrians abroad, hustling and bustling their wearers along the streets until, breathless, they were glad to gain the shelter of some friendly doorway, there to smooth out their disheveled

Another good story by Shappie, telling linemen's adventures, but telling more than meets the eye.

tresses, bobbed hair not being in vogue then. One lady was particularly unfortunate in having her hat torn off her head and carried over the top of the nearest building. The telephone service was badly demoralized and the line gang was soon busy trying to untangle the twisted ropes of wires, which were creating a confusion of tongues like unto that which followed the building of the Tower of Babel, and which resulted in the calling down of imprecations by irate subscribers upon the heads of the innocent operators.

In the hearts of all linemen there still remains something of the Viking spirit, otherwise they would not be linemen, so the gang all enjoyed the excitement which broke the monotony of their daily toil and, heedless of danger, they climbed to the swaying tops of the 80-foot poles and with much shouting, throwing of handlines and vigorous use of pliers, they started to repair the damaged circuits.

Trouble in the Hills

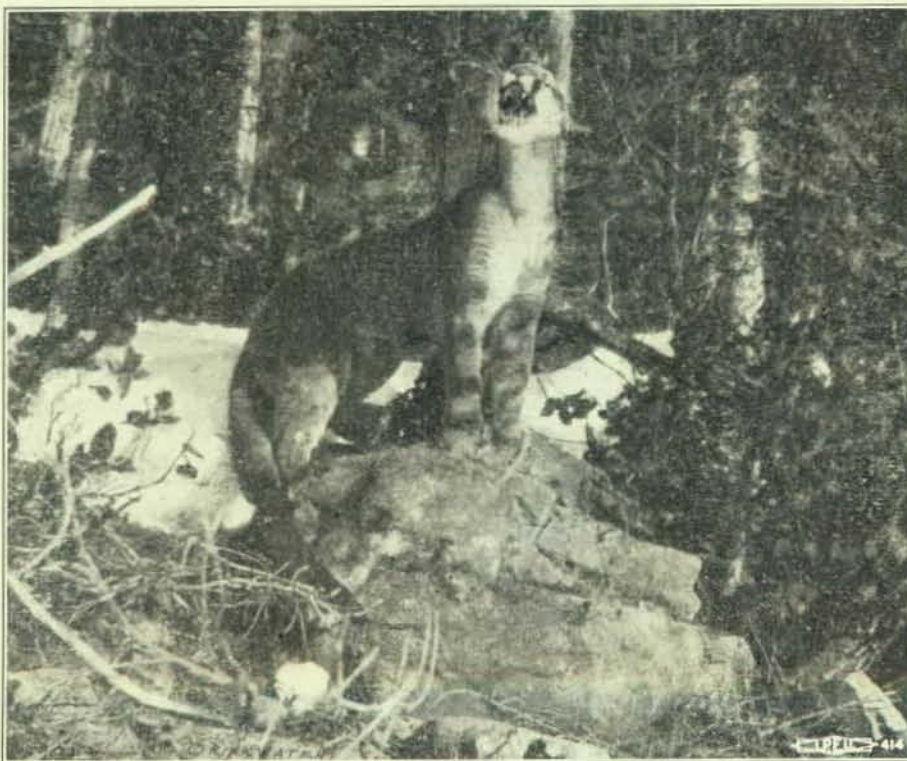
Before long the Nanaimo toll line was reported in trouble somewhere beyond Goldstream, so leaving the gang, Tom started away with the usual outfit, the handsome, dapple-grey horse, Paddy, and the high-wheeled, skeleton sulky. In the distance the Sooke Hills were white with snow, but they reached Goldstream before the first traces of it showed on the road. As they ascended the steep incline of the

Hills, it gradually became heavier until it was a full foot in depth. The way was unbroken by any previous traveler and Paddy's hoofs balled up badly with the wet snow, so that their progress was slow and by the time they reached their first break near the summit he was quite willing to stop for a rest while Tom welcomed the chance to warm up.

The wind had died down to a gentle breeze, but the effects were seen in the number of trees lying prostrate; it was one of these that had broken down the wires. Throwing Paddy's blanket over him, Tom buckled on his belt and spurs and soon had the break repaired and they started on again.

About a mile farther, they came across their next break and as it was about noon Tom ate a hasty lunch which he had brought with him and then gave Paddy a feed of oats in his nose bag. Clearing the broken wires from under the tree, Tom fastened them to his handline and climbing the pole on which they had parted he pulled them up with his blocks and Buffalo grips. While twisting up one of the copper sleeve joints with pliers and connectors, he heard the sound of Paddy plunging. Looking down, he saw him rearing back in an effort to break away from the tree to which he was tied, but the stout rope halter shank held. Following the line of Paddy's vision to a nearby open space, Tom saw the long, tawny form of a panther standing motionless. For an instant he gazed straight into the sinister, green, glowing eyes of the "killer", and longed for a rifle to send a bullet crashing into that wicked brain, then the panther turned and stole stealthily away. A few yards farther on, like an evil dream, he melted silently into the deep shadows of the big timber. Sensing the departure of

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THE GREAT CAT THREW BACK ITS HEAD, AND SNARLED DEFIANCE

JOURNAL OF ELECTRICAL WORKERS

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Devoted
to the
Cause



of
Organized
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The New Congress Elections may not reveal a shift in economic power, but they do indicate a change in the way voters think about economic questions. The November elections were no exception. The same interests may be in the saddle, but the people feel differently about them. Certain observations may be made.

In the first place, the Grundy tariff revision was not ratified. It was seen for what it was, a vicious raid on the treasury in behalf of a very narrow class, in the face of a disastrous business depression. The Grundy tariff no doubt has made a bad depression worse.

In the second place, the power interests lost. In Tennessee, Oregon, Colorado, Minnesota, Nebraska and New York, where there were open, clear-cut contests between candidates with power revision programs and standpat programs, the company spokesmen lost. In the Muscle Shoals district in Tennessee, Representative Reece told voters a vote for him was a vote *against* public operation of Muscle Shoals. He lost. He lost to a "sticker" candidate, and he had a personal letter of endorsement from the President of the United States.

In the third place, labor will go into the new Congress considerably strengthened and heartened. Edward Keating, national legislative authority, told railroad publications this month this:

"Thirty-five senators were elected this year, and it is safe to say that 25 will vote with us in practically every major proposition affecting organized labor, and more particularly railroad labor. The returns for the House are not so readily analyzed, but we are justified in claiming important gains for labor. The next Congress will be more progressive than any of its predecessors for 20 years, and the Senate will be easily the most progressive Senate we have had in the history of the country."

Surely a remarkable victory, perhaps recording a turning point in American history, a turning point in favor of labor.

In conclusion, no one should make observations about the elections without paying tribute to "Labor" and its staff. Night and day for two months, special editions were turned out, and sent into doubtful states. A superhuman job was done in face of discouragement. Sickness and death cut into the force, but the presses kept grinding out the "facts." As for the results—"there she stands."

Residential Building The planning committee of the U. S. Department of Commerce estimated that \$50,000,000,000 will be spent in residential construction in the next 20 years, \$5,000,000,000 a year. This is a staggering sum, when one remembers that in the best of construction years, \$7,000,000,000 represented the total spent. There seems little doubt that when building resumes the biggest pick-up will be recorded in dwellings, subdivisions, etc. It is here that the greatest fall-off has been shown. Residential construction in 1930 is about 40 per cent behind 1928. If these estimates are true and there is no reason to doubt them, then builder and building craftsmen should get ready to handle this new business in adequate fashion.

Hazardous For Whom? John F. Gilchrist, vice president, Commonwealth Company of Chicago, for reasons best known to himself, told the western section of the International Association of Electrical Inspectors:

"There is much talk of hazard in the use of electricity, more considerably than is justified by the facts. This talk should be deprecated. Electric science is not hazardous."

Not hazardous, for whom? Executives, meter readers, office workers, electrical consumers, perhaps. But for linemen, cable-splicers and inside men, very, very hazardous.

"The outstanding occupational hazard of electricians, accidental electric shock, is responsible for 7 per cent of all deaths. Accidents of all kinds cause 20 per cent of the total number of deaths. There are more deaths from accidents than any other cause."

This is the declaration of the United States Department of Labor (Bulletin 507, February, 1930). It accords with the insurance records of the International Brotherhood of Electrical Workers. Last year our records dictated this generalization:

"Our insurance statistics show that about 50 per cent of the deaths among union electrical workers are due to the character of the workers' occupation."

The Acutarial Society of America rates the lineman's job as the most hazardous in the world.

Perhaps, Mr. Gilchrist inadvertently omitted electrical workers from his consideration. We are used to having representatives of business speak with authority, and fail to consider the men who pay dearly on the job that the industry may go on. But to tell the truth we get a little tired of it.

Bell Juggernaut The hypocrisy of Bell Telephone officialdom was never more clearly revealed than in the discharge of Miss Margaret I. Connolly, president of the Boston Telephone Operators' Union. The heinous misdemeanor with which Miss Connolly was charged was signing a petition for lower telephone rates. If Miss Connolly deemed she had a duty to the public (or to herself as a telephone subscriber) she was not privileged to fulfill that duty. Her sole duty, so declared telephone officials, was to the company. When the Boston Central Labor Union

circulated the petition, Miss Connolly signed it as a delegate to that body. She had not initiated the petition, and she had not spoken for it on the floor. She may be said to have signed it "in due course" merely as a formality in the person of a delegate to the central body. There was a good deal of public indignation over Miss Connolly's discharge, which Bell officials paid little heed to. They are in the habit of telling bigger bugs than public officials to go to, and of getting away with it. Some third assistant to the assistant to the vice president announced that Miss Connolly would not be reinstated.

It will not be long before Mr. Walter Gifford, august president of the American Telephone and Telegraph Company, will issue a resplendent Christmas message on industrial relations. He will wax eloquent about improved relations between employer and employee, and tell of the noble work among employers carried on by his corporation. He will deny any trouble, any maladjustment of any kind. But in case any employee wishes to exercise his rights as a citizen or as a human being, let him look out. The juggernaut has heavy spikes on its wheels.

Labor Classes An inquiry from Detroit where unemployment is unusually bad is directed toward labor education.

The Central Labor Union has sought heroically to combat distress among the jobless, has set up relief kitchens, and provided recreation rooms for the union idle, but our correspondent says, "Something is lacking. What do you think of labor classes in time of depression?" We have expressed ourselves on education many times before, and our point of view has changed but little in the last months. Education is of two kinds, technical and economic. Unfortunately classes dealing with labor economics have taken on the aspect of ephemeral agitation. What labor economics should treat of is, first, statistical method; second, practical remedies, for specific cases, not wholesale theories. Labor classes set up in Detroit, or any other city during times of depression could well study

- Extent of unemployment
- Immediate ways of combating unemployment
- Causes of slumps
- The business cycle
- World-wide interdependence of business
- Labor's responsibility in time of depression
- Can business cycles be erased?

Such topics may bear fruit. But to use the classes merely to repeat complaints of class injustice, and to declare for world revolution is likely to be futile.

Union Salesmanship There is something basic about co-operation. In a competitive age, craftsmen have learned to co-operate, and have set up in their unions certain practical instruments of co-operation. The only way that one can account for the hostility manifested toward unionism in certain quarters is that co-operation runs counter to the old competition, and cuts across the once rampant individualism of business. But as times change, customs

change, and business takes on new character. It becomes more co-operative—is forced to, and though old foes seek to invoke old passions against labor, a new appreciation of unionism appears.

It appears because the flexibility of unions proves itself. One of the new uses of unions in a new age is unmistakably set forth by Otto S. Beyer, in his article in this issue on union co-operative management. Unions act as salesmen to the public not only of the products of the unionized industry, but of the industrial methodology erected in that industry. The B. and O., Naumkeag, the Rocky Mountain Fuel Co., the Canadian National, Yeoman's have become names with international significance, chiefly because of the nth-degree publicity value found in union co-operation. This goodwill created is a tangible asset capable of being realized in dollars and cents, but can not be bought for all the money in the world. The industries which have been wise enough to create this goodwill are faring better in the depression than those where the opposite value is set up by hostility to unions.

Synchronization Edward J. Henning, a keen student of contemporary affairs, New York City, writes to tell us that he liked our leading article in November. Mr. Henning's letter makes shrewd comment on a plan for a National Economic Plan Board, a kind of super-traffic cop for industry.

"To my mind there is no greater economic problem before the American people today than the matter of 'synchronizing' American industry in harmony with modern trends and tendencies,

"It is of course impossible ever to know just how many people are out of employment at any given period. There were 4,000,000 unemployed in the year 1928 which was perhaps the peak year in the history of American industrial life. There is of course a normal unemployment in a great country as ours based upon reasons which can never be avoided. At most, this normal unemployment should not exceed 1,500,000. It therefore would appear that there were 2,500,000 unemployed in 1928 who should have been employed.

"The picture on your front cover of the November number of the JOURNAL graphically and powerfully states the problem. It strikes me that organized Government, organized Business, and organized Labor must sit down at the conference table and work out a practical plan for absorbing, into industry, the men and women who are bound to be without a job because some machine takes their place. The problem is not a simple one."

Christmas season this year will seem sombre rather than festive. The unfortunate are always with us, but when pain, despair, and unhappiness are multiplied many times, the most callous of persons are bound to be affected. With the unemployed all about them, the more fortunate will approach merriment with a sober sense of social responsibility. This should be a thoughtful Christmas. And yet, not to buy and give when you have the money is a blunder.



WOMAN'S WORK



SPEND MORE? BUT MAY WE ASK, HOW?

By a Worker's Wife

IN many cities "Buy More" campaigns are going on. Many people, especially merchants, seem to think that getting people to spend an extra dime a day is the panacea that will relieve our economic distress. While we would welcome anything that will start factory wheels moving again and put men to work, we hardly think this can be done by urging workers to spend when their spending power has been curtailed or jeopardized. The millions of installment purchases made every year are clear evidence that people do not need to be taught to consume more—in fact, that they are consuming more than they can afford to as it is.

Most of us do not need any artificial stimulus to make us want to buy; our problem is first to get money, through wages or salaries, and then to decide what proportion of it we may spend for goods, and what goods are most necessary for our particular needs. Our necessities are stronger than our likes, thus it is not: "We would like a new automobile," that influences us to buy, but rather, "The children **MUST** have new shoes," a demand that cannot be disputed. It is only when work is rushing that we have any margin to spend for luxuries. Therefore, to urge the great mass of consumers to spend more without first making it possible for them to earn more, is like asking a man to raise himself by his own bootstraps. Our actual needs for food, housing, warmth and clothing force us to spend all we can and usually more than we should, many workers being unable to keep a sufficient margin of safety in forms of savings.

Another factor in discouraging spending is the fear of losing the job. As the Journal of Commerce expresses it in an editorial:

"It has probably occurred to a good many people that if they follow the advice to buy lavishly now and find themselves without positions tomorrow, pity for their plight will be mixed with a certain amount of condemnation of their heedless conduct. At any rate the ordinary prudent man, no matter what theories he may hold about the virtues of spending as an aid to business revival, is not inclined to spend as usual when he feels that the continuity of his income is less certain than usual." And although agreeing that the suggestion of Colonel Woods, of the President's relief organization, that employers reassure workers in regard to future employment, is psychologically good, it is not always possible for employers to guarantee steady jobs, even if they wish.

Daniel Tobin, president of the teamsters' union, voices this sensible suggestion:

"Our membership everywhere should be prepared to meet an industrial crisis when it arises. In other words, they should be prepared to meet a period of idleness by having a few dollars in the bank. If the industrial stagnation does not materialize, then you will be that much ahead by having a few dollars put away. It is a serious and critical position for the head of a family, or even those depending upon their daily wage, to be without a dollar, because we never know when trouble and adversity may overtake us,

although we may be employed at present."

And after all, the idea that putting money in the bank is taking it out of circulation is ridiculous. Bank deposits will be much more useful in creating a trade revival than dimes spent for trifles. Spending small amounts for cheap articles merely increases the revenue of dime stores and low-wage manufacturers, while bank deposits go into the manufacturing business in a big way, in the form of loans for business expansion, and also go into building loans, to pay big wages instead of small ones. Money put into building boosts consumption more than money spent in any other way. A large part of it goes for labor, both on the actual building and in producing the materials used.

People who spend money on transient values, such as flashy clothes, entertainment, rich food and so forth, are exercising neither good taste nor wisdom. Plan your expenditures so that they may be of permanent benefit and choose carefully to get the utmost in value. Sometimes it seems that every purchase involves a sacrifice of something else we would like but do not need so much. Choose the things that will save you time, money and labor. Then a temporary sacrifice will mean a lasting benefit.

A good example of this is contained in the experience of a women friend of mine. She was asked to take care of a small boy. Although she had plenty to do, with household duties and the care of her own children, she consented, and is spending the money paid her for the boy's board on an electric wash-

ing machine which will be a permanent relief from much unpleasant labor.

Buying or building a home is the foundation of many a family's fortune, for it diverts money from trivial expenditures into permanent savings.

For anyone who is able to, this winter presents the greatest opportunity in years for building or buying a home. Not only will they be doing themselves a good turn by taking advantage of present low costs, but they will be furnishing the greatest boost toward the return of prosperity, that any family of middle class income can do. The money spent at such a time is greater than the family probably puts into circulation for manufactured goods in several years. It will go largely for wages. And yet the investment is worth more than the same money would be invested in almost any way, for a well-built, well-located home will increase in value and frequently costs no more than would be wasted in rent payments.

So if you want to do your bit to relieve the depression, talk home-building. Encourage your friends to look into the possibilities of owning a home. Many young couples are living in apartments who could well afford to buy small houses. Children are cramped in flats who would be healthier and happier in the suburbs. You can think of many of your friends who should buy instead of rent. Talk it up! Enthusiasm is contagious. Sell yourself on the idea first and then sell it to others. Home building can put money into circulation by thousands of dollars, instead of dozens of dimes.

Unemployment Profiteers

Wives of union workers can hardly do a greater service in this time of economic crisis than by urging loyalty to the unions and combatting the idea that the unemployed man should accept any wages or conditions he can get. Unemployment relief, whether administered by city, state, or well-meaning individuals, should not be used as a club to break unions. Landlords and home owners who get a patriotic thrill out of helping the jobless by hiring building tradesmen at half of the usual union rate, are about in the position of the pious profiteers who sold goods to the government during the war at twice the usual cost.

In a letter to the Washington Post, "A Home Owner" presents the following propaganda that we must be alert to refute:

"A painter applied for work, saying he had not had any work for three months. My friend showed him the work he was contemplating having done. The painter said it would take three days. On being asked what wages he wanted he replied \$11 a day. The owner said he was only receiving \$6 a day, and that it would take two days of his wage to pay the painter for one, and asked him if he could not afford to work cheaper. He replied that he would not work under the schedule. He was not engaged.

"Another friend employed a painter and

carpenter to do some repairs on his house. After beginning work the painter struck because the carpenter was a non-union man. Both were among the jobless. * * *

In other words, this writer advocates that a man who has already lost one-quarter of his yearly income should reduce it still farther, should take a cut in wages because the man who employs him makes less by the day. The home owner referred to probably has a steady job and will make more in the year than the building craftsman; he would not object to paying a doctor or dentist \$5 for half an hour's service, yet he would like to squeeze the painter and make him play his union false.

Perhaps this is all it amounts to: such people are merely stingy. They want the pleasure of telling their friends that they are giving unemployment relief, and they would like to get repairs done on their homes by skilled craftsmen and think they can do it now at bargain rates. What do they care for the wreckage that would result—broken men, broken faith, broken unions? Industrial leaders generally agree that high wages must be maintained if we are ever to climb out of the slough. The trades are bearing their full share of calamity and loss and will continue to bear it bravely. Help the builders to keep faith with their unions by nailing these insinuations whenever they are spoken or written.

WORKING FOR AN IDEAL

Not ordinary garments that can be bought in any shop—the children's clothes illustrated here! These are as nearly ideal as thought, skill and observation can make them. For the child's comfort they are easy to put on and designed to fit in any sort of position an active little body may assume; and for the comfort of the family budget they are made to be let out to suit the child's growth. Their style is the natural result of careful construction and fitting.

These clothes are made and sponsored by the Bureau of Home Economics of the U. S. Department of Agriculture. They are not made to be sold, but to serve as a guide to manufacturers and dressmakers. While ordinary makers of children's clothes are following superficial style changes, the Bureau's designers are going ahead with scientific research to determine what kinds of buttons and buttonholes are easiest for small fingers to fasten; how to provide fullness in play suits for turning somersaults without having it in ugly bunches; and how to include extra material in the garment so that it can be let down as the child grows; and many other details of quite serious importance to the child and his mother.

Although no manufacturer is actually duplicating these styles at the moment, you will notice that some of the ideas are beginning to appear in children's clothes in the shops. And some of these little garments may be made at home from patterns offered by McCall, Butterick and Country Gentleman. Look for the name of the Bureau of Home Economics on the pattern.

CHRISTMAS SUGGESTIONS

Pequot sheets, those staunch products of union workers, now come in seven lovely colors and are smartly packed for Christmas giving. In addition to the solid color sheets and pillow cases, the same shades may be obtained in colored hems on plain white. Of course the same beautiful quality we have grown to expect in Pequot products is woven into the fabric. A pair of colored sheets and pillow cases packed in a gift box would be a splendid present for someone on your Christmas list!

According to the Typographical Journal, the woman's auxiliary of that organization has found an enthusiastic demand for the union-made, union-labeled Christmas card they are placing on the market.

"This is surprising," the Journal says, "in view of the fact that the women-folk very cautiously entered this field with but 10 samples from which to choose, but the union printerman has been desperately seeking Christmas cards bearing the label for so many years that when the opportunity presented itself there was nothing short of sensation created in many composing rooms so eagerly were orders placed." Ask union printers in your city about these cards.

Union made silk hose need your support more than ever this Christmas. Look for these trade names when you make purchases: Berkeley, Best Made, Brilliant, Emerald Toe, Coral Band, Corticelli, Doris, Esquire (men's halfhose), Excello, Gold Seal, Gotham Gold Stripe, Granite, Harris, Hole-proof, Hollywood, Laurel, Lehigh, Luxite, McCallum, Merit, Modern Maid, No-Mend, Oliver, Onyx Pointex, Phoenix, Propper, Rydal Triple Stripe, Siliko, Titania, Van Raalte.

Hose bearing the label of the United Textile Workers of America are made by the Unity Hosiery Mills of Milwaukee and the Modern Made, of Yanghore, Pa.

FOR HAPPY HOLIDAYS

Snug and warm—the outdoor suit of llama cloth (left) made with slide fasteners and leatherette reinforcements at knees and elbows. This suit may be made of cover cloth or wool coating.

A happy young man in his loosen play suit that buttons in front and has knitted leggings, wristers and collar that Grandma can knit longer as his legs and arms grow.

A little cotton print dress "to grow to"—plenty of room in the loose raglan sleeves, round neck with smocking to hold the fullness across the chest and an eight-inch hem to be let down as needed.

Light wool, washable dress of striped challis is comfortable for winter. Made with a yoke around the neck and shoulder loops with small buttons used for fastening.

Although he's not very big, he can dress himself for outdoors in his rain-proof suit of closely-woven cotton material. It buttons down the front and tucks into overshoes securely.

By courtesy Bureau of Home Economics, U.S. Dept. of Agriculture

EVERYDAY SCIENCE

77 Per Cent of All Power Used in United States Is Electrical

According to the United States Census, at the end of 1927 more than 50,000,000 horsepower of machinery was used in the generation of electricity in the United States. This represents 77 per cent of a total of approximately 65,000,000 H. P. of prime movers in the United States not including locomotives and steamship machinery. In other words, out of every four horsepower of power-making machinery in the country, three are used in producing electric current.

Of the 50,000,000 electric horsepower of generating equipment, manufacturing industries have 10,000,000, central electric light and power plants 35,700,000, street railways 2,500,000, and various isolated plants 1,800,000 H. P. This last item includes machinery installations in large office buildings, stores, irrigation works, etc., which are operated for commercial production of electric current to be sold to the general public.

Of this 50,000,000 electric horsepower; approximately 12,000,000 is in water wheels and turbines, and the remaining 75 per cent in steam engines and turbines of various kinds.

The total generation of electricity in the United States during 1927 for domestic purposes, including 1,609,000,000 K. W. H. imported from Canada, reached a grand total of 104,369,000,000 K. W. H., or a total of 880 K. W. H. for every inhabitant. Approximately 15 per cent of this total was used in transmission, so that the total consumption of electricity in the United States for that year for all purposes was approximately 89 billion kilowatt hours.

Distribution of electric current generated was divided, roughly, as follows: 7 per cent in domestic service, 1 per cent for lighting stores, 7 per cent for electric railways, 1 per cent for electrified steam railroads, 58 per cent for manufacturing industries, and 11 per cent for commercial, mining and other uses, and 15 per cent used up in transmission.

Telephoning Over the Atlantic Increased 60 Per Cent in 1929

Transatlantic telephone calls during 1929 increased approximately 60 per cent over 1928. A part of this was due to a marked improvement made in transmission and operating efficiency during the year. Other factors in the increase were the addition of two short wave length channels and putting the service on a 24-hour basis instead of "limited time" as obtained during 1928.

It is now possible to telephone from the United States to practically all the principal cities in Europe. This makes possible the interconnection of about 29,450,000 telephones, serving an estimated population of about 350,000,000 people.

Of all the transatlantic telephone messages originating in the United States, 52 per cent terminate in Great Britain, 32 per cent in France, 8 per cent in Germany, and the rest in the remaining countries in which this type of telephone service is in use.

Plans are going forward looking to the construction and laying of transatlantic telephone cable between Newfoundland and Ireland. This cable will contain one circuit over which it may be possible to send four telephone messages at the same time without interference and a number of cable messages

as well. The construction of the cable, is of course, experimental, and while laboratory tests indicate its success actual service conditions may not be as good. If, however, it should prove to be unsuitable, for good telephony, the cable can be used as a high speed channel for telegraphic messages, faster than any other cable heretofore constructed. It has never been intended to replace the transatlantic wireless service by cables, but rather to supplant and fortify this service against static interruptions.

Non-Skid Base for Telephone

The brown felt used on the base of telephone instruments, while appearing to be no different than any other piece of felt, is actually the result of hundreds of experiments to produce a material which would stand the rubbing, to which the base of a telephone is constantly subjected, without injuring the finish of desks and furniture on which the telephone may be used.

This felt base has proved very satisfactory with the old type of upright telephone instrument. On the newer monophone type, which weighs less and which is fitted with the automatic dial, the necessity has arisen for a new material which will not skid on a polished glass or wood surface, and yet at the same time will not mar the finish of the furniture. At the present time endless tests are being carried on in the Bell Laboratories on various kinds of material, seeking a new one which will offer greater resistance on a polished surface and at the same time fulfill the inexorable rule of the laboratories that a new material to be adopted must be better and cheaper than the one which it supplants.

In performing these tests, the material is first fitted to a regular telephone instrument base, which is then placed in a machine that automatically pushes it back and forth across a surface, the number of oscillations being recorded by a counting device which will automatically shut off when anything breaks or wears down to the breaking point. In this same laboratory hundreds of similar fatigue and wear tests are constantly being carried on by machines which record, into the hundreds of thousands, operations similar to those in which the apparatus will eventually be used, but which in the course of a week may easily duplicate the wear occasioned by years of actual service. Where only a few materials tested are eventually adopted for actual use, the savings because of these tests run into millions of dollars each year in the manufacture and maintenance of telephone equipment.

Perminvar and Paragutta Solve Problem of Atlantic Telephone Cable

The difficulties surrounding the transmission of the human voice by submarine cable across the Atlantic Ocean have been solved by the development of two new materials, perminvar and paragutta.

A number of years ago the Bell laboratories were engaged in a research for materials and methods by which a superior submarine telephone cable might be constructed, one capable of maintaining the voice impulses at a higher rate than anything known heretofore and one which could withstand the tremendous pressure under which it would be obliged to operate.

Unable to use loading pots, such as are used in land cables for the purpose of maintaining the strength of electric currents to

transmit voice vibrations, their efforts were directed to obtaining a more magnetic metal than heretofore known with which to "load" the cable from end to end, so that a longer cable might be used without the necessity of loading pots. Their research developed an alloy of which nickel and iron were the principal parts. This alloy, which they named "permalloy" had higher magnetic properties than any other metal capable of being rolled into a thin strip and wrapped around the wire carrying the voice currents.

One of the by-products of this research for better telephone submarine cable construction was the producing of a telegraph cable six times faster than any heretofore built. Several such cables are now in use between the United States and Europe via the Azores.

Good as this permalloy was, however, it was not good enough to permit of the fulfillment of a long-time hope for a transatlantic telephone cable. Further research developed a still more magnetic alloy, produced by the addition of cobalt. This alloy, or rather series of alloys with varying percentages of metal, has been called "perminvar." These perminvars have such a high magnetic quality that the Bell Telephone Service has proceeded to construct a cable which will stretch from New York to Newfoundland, partly by land and partly by sea, and thence across to Ireland and England.

Another difficulty, however, had to be overcome. Gutta percha, which has been used for water-proofing and insulating purposes on submarine telegraph cables, did not possess good enough electrical properties for telephone purposes, but acted to retard the speed of transmission, so once more the laboratories set out to find a better material. The one finally selected is a compound of rubber and gutta percha, and has been named "paragutta."

The new telephone cable will not replace the transatlantic radio telephone service which has been in operation for several years, but it has obvious advantages. It is not affected by static, as in the case of the wireless telephone service, and it provides a secrecy which it is difficult to maintain in a wireless service, although methods have been developed by which wireless speech is "scrambled" before being put on the air and "unscrambled" at the receiving station, so that it is unintelligible to anyone except the two holding the conversation.

Strengthening the Voice Currents

The thicker the copper wire used in telephone transmission, the farther a voice can be heard. This is one of the principles of telephone communication that was discovered in the early days of the industry. To continue to increase the size of the wire as the range of transmission increased would be impracticable and would make the long distance telephone lines too costly for commercial use.

The invention of the loading coil helped overcome this difficulty, permitting the use of wire of small diameter. The loading coil on a telephone circuit consists of a core of magnetic material which is wound round with insulated wire, something like a doughnut in general appearance. These coils, incased in loading pots, are inserted in the circuits at definite intervals along the telephone lines, thus making them better carriers of telephone currents.

CONSTRUCTIVE HINTS

Amperes per Horse Power in D. C. Motors

Voltage	Efficiency of Motor			
	75	80	85	90
per cent	per cent	per cent	per cent	per cent
110	9	8.4	7.9	7.5
220	4.5	4.2	3.95	3.75
500	1.98	1.86	1.75	1.66

Wiring for D. C. Motor Services

Size B. & S.	Diameter Inches	Carrying Capacity Copper Wire	
		Pounds Bare Copper per 1,000 feet	Capacity Rubber Insulation Amperes
14	.064	12.4	15
12	.081	19.7	20
10	.102	31.4	24
8	.128	49.9	33
6	.162	79.4	46
4	.204	126	65
3	.229	159	76
2	.258	201	90
1	.289	253	107
0	.325	319	127
00	.365	402	150
000	.410	507	177
0000	.460	640	210

110-V.	Horse Power at		Load of Motor Amps.
	220-V.	500-V.	
.....	.....	50	82.80
.....	25	.....	94.10
.....	.....	60	99.40
15	30	.....	113
.....	.....	70	116
.....	.....	80	132
20	40	90	150

Distance in Feet Different Horse Powers Can be Transmitted With 1 Volt Loss

.....	37	47	59	75
.....	.....	41	52	66
.....	.....	39	49	63
.....	.....	.....	43	55
.....	.....	.....	42	54
.....	.....	.....	.....	47
.....	.....	.....	.....	41

Overload Relays

These relays are primarily for alternating current service and are designed to protect circuits and connected apparatus, in general, from overload and short circuit conditions. They are used to trip automatic devices when trouble occurs, localizing it so as to disconnect as little of the service as possible. These standard unit relays are recommended:

1. On radial load feeders (the last link in the transmission system).
2. On the less complicated systems, where conditions do not require the use of a higher-priced relay, such, for instance, as the circuit closing induction type.
3. Where circuit opening contacts are desirable on account of the absence of direct

current for tripping (the use of tripping reaction with circuit closing relays should be kept in mind).

Prepayment Watt Hour Meters

Where the service to certain classes of consumers must be rendered under somewhat unfavorable conditions from the viewpoint of the usual method of metering, such, for instance, as transient or shifting populations involving frequent "cutting in" or "out" of service, reading, billing, collecting, etc., such cases may be metered more efficiently and conveniently through the use of the prepayment type of meter. The prepayment meter is made for this class of service and is arranged so that after if one or more coins in the usual manner the consumer may receive energy up to the full amount of that for which payment has been made. The coin device permits prepayment of from one to 20 coins at a time. When the energy paid for has been used the meter automatically opens the line switch. The coin required is a 25-cent piece. The device is self-contained, strong and is tamper-proof. The mechanism is entirely mechanical in its operation. The element of the single-phase meter is employed.

Flashlight

A pocket flashlight is handy for exposing places where an open flame would be dangerous.

Pendent Switches

On new building construction where temporary lights are required key sockets can be used as switches in an emergency. A key socket can be used as a single pole switch by screwing a six-ampere plug fuse into it.

Switchboard Plugs

For filling screw holes in black slate switchboard try the following: Mix the required quantity of plaster of paris and black putty at the mixture of two parts putty to one part plaster. By doing this a suitable filler of good match is made. Dull black sealing wax has also been used with success.

Thawing Water Pipes

In thawing large water pipes, such as run from the main to the building, satisfactory results can be obtained by using standard distributing transformers, with primaries connected in series and secondaries in parallel to give 55 volts, or both primaries and secondaries in parallel to give 110 volts at no load. No regulating apparatus is considered necessary as variation in current may be obtained by changing connections and by looping the secondary cable. It is possible to thaw any pipe with this arrangement.

Transmission of Horse Powers With 1 Volt Loss

110-V.	Horse Power at		Load of Motor Amps.	Distance in Feet Different Horse Powers Can be Transmitted With 1 Volt Loss					
	220-V.	500-V.		192	308	490	778	1232	1920
.....	1/2	1	96	154	245	389	616	960
.....	1	2	83	135	213	348	535	834
.....	2	4	48	77	122	194	308	480
.....	3	6	43	68	108	173	273	426
.....	4	7.50	32	51	81	127	205	320
.....	5	9.30	25	40	65	104	164	258
.....	6	11	21	34	54	86	137	213
.....	7	12.50	20	33	53	84	132	206
.....	8	14	15	24	40	61	100	153
.....	9	15.50	.....	18	29	47	76	118
.....	10	17	.....	.....	27	43	68	106
.....	11	18.50	.....	.....	23	37	58	91
.....	12	20	.....	.....	20	30	50	76
.....	13	21.50	.....	.....	.....	27	43	68
.....	14	23	.....	.....	.....	23	37	58
.....	15	24.50	.....	.....	.....	.....	32	51
.....	16	26	.....	.....	.....	.....	29	45
.....	17	27.50	.....	.....	.....	.....	.....	39
.....	18	29	.....	.....	.....	.....	.....	34
.....	19	30.50	.....	.....	.....	.....	.....	.....
.....	20	32	.....	.....	.....	.....	.....	.....
.....	21	33.50	.....	.....	.....	.....	.....	.....
.....	22	35	.....	.....	.....	.....	.....	.....
.....	23	36.50	.....	.....	.....	.....	.....	.....
.....	24	38	.....	.....	.....	.....	.....	.....
.....	25	39.50	.....	.....	.....	.....	.....	.....
.....	26	41	.....	.....	.....	.....	.....	.....
.....	27	42.50	.....	.....	.....	.....	.....	.....
.....	28	44	.....	.....	.....	.....	.....	.....
.....	29	45.50	.....	.....	.....	.....	.....	.....
.....	30	47	.....	.....	.....	.....	.....	.....
.....	31	48.50	.....	.....	.....	.....	.....	.....
.....	32	50	.....	.....	.....	.....	.....	.....
.....	33	51.50	.....	.....	.....	.....	.....	.....
.....	34	53	.....	.....	.....	.....	.....	.....
.....	35	54.50	.....	.....	.....	.....	.....	.....
.....	36	56	.....	.....	.....	.....	.....	.....
.....	37	57.50	.....	.....	.....	.....	.....	.....
.....	38	59	.....	.....	.....	.....	.....	.....
.....	39	60.50	.....	.....	.....	.....	.....	.....
.....	40	62	.....	.....	.....	.....	.....	.....
.....	41	63.50	.....	.....	.....	.....	.....	.....
.....	42	65	.....	.....	.....	.....	.....	.....
.....	43	66.50	.....	.....	.....	.....	.....	.....
.....	44	68	.....	.....	.....	.....	.....	.....
.....	45	69.50	.....	.....	.....	.....	.....	.....
.....	46	71	.....	.....	.....	.....	.....	.....
.....	47	72.50	.....	.....	.....	.....	.....	.....
.....	48	74	.....	.....	.....	.....	.....	.....
.....	49	75.50	.....	.....	.....	.....	.....	.....
.....	50	77	.....	.....	.....	.....	.....	.....
.....	51	78.50	.....	.....	.....	.....	.....	.....
.....	52	80	.....	.....	.....	.....	.....	.....
.....	53	81.50	.....	.....	.....	.....	.....	.....
.....	54	83	.....	.....	.....	.....	.....	.....
.....	55	84.50	.....	.....	.....	.....	.....	.....
.....	56	86	.....	.....	.....	.....	.....	.....
.....	57	87.50	.....	.....	.....	.....	.....	.....
.....	58	89	.....	.....	.....	.....	.....	.....
.....	59	90.50	.....	.....	.....	.....	.....	.....
.....	60	92	.....	.....	.....	.....	.....	.....
.....	61	93.50	.....	.....	.....	.....	.....	.....
.....	62	95	.....	.....	.....	.....	.....	.....
.....	63	96.50	.....	.....	.....	.....	.....	.....
.....	64	98	.....	.....	.....	.....	.....	.....
.....	65	99.50	.....	.....	.....	.....	.....	.....
.....	66	101	.....	.....	.....	.....	.....	.....
.....	67	102.50	.....	.....	.....	.....	.....	.....
.....	68	104	.....	.....	.....	.....	.....	.....
.....	69	105.50	.....	.....	.....	.....	.....	.....
.....	70	107	.....	.....	.....	.....	.....	.....
.....	71	108.50	.....	.....	.....	.....	.....	.....
.....	72	110	.....	.....	.....	.....	.....	.....
.....	73	111.50	.....	.....	.....	.....	.....	.....
.....	74	113	.....	.....	.....	.....	.....	.....
.....	75	114.50	.....	.....	.....	.....	.....	.....
.....	76	116	.....	.....	.....	.....	.....	.....
.....	77	117.50	.....	.....	.....	.....	.....	.....
.....	78	119	.....	.....	.....	.....	.....	.....
.....	79	120.50	.....	.....	.....	.....	.....	.....
.....	80	122	.....	.....	.....	.....	.....	.....
.....	81	123.50	.....	.....	.....	.....	.....	.....
.....	82	125	.....	.....	.....	.....	.....	.....
.....	83	126.50	.....	.....	.....	.....	.....	.....
.....	84	128	.....	.....	.....	.....	.....	.....
.....	85	129.50	.....	.....	.....	.....	.....	.....
.....	86	131	.....	.....	.....	.....	.....	.....
.....	87	132.50	.....	.....	.....	.....	.....	.....
.....	88	134	.....	.....	.....	.....	.....	.....
.....	89	135.50	.....	.....	.....	.....	.....	.....
.....	90	137	.....	.....	.....	.....	.....	.....
.....	91	138.50	.....	.....	.....	.....	.....	.....
.....	92	140	.....	.....	.....	.....	.....	.....
.....	93	141.50	.....	.....	.....	.....	.....	.....
.....	94	143	.....	.....	.....	.....	.....	.....
.....	95	144.50	.....	.....	.....	.....	.....	.....
.....	96	146	.....	.....	.....	.....	.....	.....
.....	97	147.50	.....	.....	.....	.....	.....	.....
.....	98	149	.....	.....	.....	.....	.....	.....
.....	99	150.50	.....	.....	.....	.....	.....	.....
.....	100	152	.....	.....	.....	.....	.....	.....

WHERE'S THE BLOTTER?



ON EVERY JOB

There's a Laugh
& Two

Here is the first entry for our miniature poem contest. Who'll be next?

Lights of Hope

While unemployed I am dreaming,
Of the building that's to be;
Where the lights when they are gleaming,
Will have made a job for me!

WALTER H. HENDRICK,
Local No. 7, Springfield, Mass.

Mac, of Local No. 213, wants a nation-wide search for the Duke, to relieve our depression, very likely. Luckily, the Duke got back, or the excitement would be awful.

Find the Duke

Here's how to President Broach
And from all of his writings
I don't believe he is hard to approach.
We have a rhymers by name of Hendrick
Who is doing wonderful work, you will note;

He's pleading for the return of the Duke,
Who is in hiding and alive, I hope!
We request that Skorgy be put in the jug,
For we have our suspicions of him—
Because the Duke may have fallen in the hole "Gruntus" dug.

So, Mr. President, we request that you command W. C. to send messages out over "Three Bare Wires" to the order that Masterson while "Floating in Fancy" examine every side door Pullman, and also Kuntz offer up a prayer by chance, while Tip is studying nature for "The Missing Link", you may find us the long-wanted Duke.

MAC,
Local Union No. 213.

The Electric Yuletide

"Looking back on the Christmas decorations it is hard to escape the impression that Yuletide was sponsored by the public utility companies and decorated by the electrical supply shops with the co-operation of the Electrical Workers Union," says H. L. Phillips in the Washington Post.

"Christmas trees were about 99 per cent electrically decorated, and the Illuminate-a-Living-Christmas-Tree-on-the-Lawn movement reached unprecedented heights.

"All of which brought back memories of the old days when Christmas trees were lighted by candles and no Yuletide was complete in any home without a visit from the fire department.

"Remember? Mom brought out the big box full of pink, yellow, green and red tallow candles, and pop then stuck them in the gadgets previously attached to the tree. It was quite a job to stick the candles in the gadgets so they would stay, and, as a rule, some wax was melted in the holder first. The tree was frequently set afire in several places during the process of trimming it and the night was punctuated with cries of "I told you so!" "Get some water, quick!" "Blow harder, Elmer!" and

"Whatcher doing?" "Want to burn us all up?"

"The candles lit, the worry really began. The hot drippings had to be watched to see that they didn't set fire to the cotton snow or burn the carpet. There was always a red candle that would give too hot a flame and ignite the bough above or set fire to the stocking of popcorn and nuts.

"The fire department was usually called about the third night after Christmas, when everybody had grown careless. There was many a home in which the Christmas season was never complete until somebody had been carried from the attic on an extension ladder.

"Now it's all done by electricity. You just string the bulbs over the limbs, plug in and press a button. No romance, no thrills, no glories of the past, no nervous tension, no worry.

"Ah, the good old days. May they never come again!"

Things must be going sour in Cleveland, as indicated by our faithful Masterson:

De * Light Plant

The Munny Plant to us was dear,
For 39 only worked here;
In spite of civil service laws
And the politicians' grasping claws.

It's hard to get what is our due,
Unless someone pulls us through;
For politics opens the only door
Of our city light on this shore.

Official powers change year by year
With chosen chiefs we must revere;
It's time we had something to say
To save our own plant from decay.

All the things for which we fought
Are lost, can be no more brought
Upon our floor for the boys to quell;
Some look doped; they're in a spell.

When our past generals had control
Fragments of verse we did unroll;
Defiant when old misfortune frowned
We saw the stars on getting crowned.

Now we got Moore to hear and mind,
With trusty Harry so good and kind;
The aid—De Camp, is now a has been
Our General has a co-mate keen.

We went and stood around his door
Hunting for work, did a job implore;
If way there be, without a pull
We must find it and some better bull.

But if worse evils are yet to come
That ancient row will wake up some.
A warning of many sore oppressed
Is swelling in all linemen's breasts.

JOHN F. MASTERSON,
Local Union No. 39.

Hoover's Prosperity Made a Bum Outa Me

The super minds are telling us
That we shouldn't make so much fuss
Because times are a little dull
And we listen 'till our bellies are full.

Wife and kiddies are huddling in fear
Hoping for something besides the cheer
That's put in the paper every day
By those who have no bills to pay.

With weak stomachs and faces pale
We listen to Hoover tell his tale
Of prosperity and how to raise
Our kiddies in their younger days.

That stuff goes fairly good
When we have plenty of work and food.
In good times it doesn't matter—
But right now that bull won't scatter.

Maybe now you'll wonder why
Such a single man as I
Would want to raise so much "cain"
And show such signs of pain?

Well, yesterday I had a free bowl of soup;
It gave me indigestion, and maybe croup;
And I hate like hell to bum my ration
In this wealthy, free and mighty nation.

LEROY R. POPE,
Local No. 66.

On Any Trip

"Where are some good places to stop on this trip?" asked the prospective automobile tourist.

"At all railroad crossings," replied the clerk in the touring bureau.—Ex.

Retort Courteous

After moving from one apartment to another in October, a family had the not uncommon difficulties with the public service corporations. The electric light people made the trouble this time. They kept sending the bills for service to the apartment which had been vacated. The lady of the family wrote a number of replies explaining that she had moved, but none took effect until about a month ago, when a tarter note than usual brought forth a courteous letter promising to correct the error and apologizing for the annoyance. It was signed "Clarence L. Law, Commercial Mgr." Two weeks passed, and then came the same old bill with approximately the same old letter. The account of \$3.11 was still unpaid. It must be paid. It was signed "Frederick Smith, Treasurer." The lady yawned, pinned the two notes together, wrote one of her own—"I want you people to meet each other"—and mailed them to "Edison Co., City."—The New Yorker.

Boys! Let's Get a Harem!

Local Union No. 595's last dance must have offered a big opportunity. As reported in the East Bay Labor Journal, "The music will be furnished by Al Webber's Orchestra and the price of the tickets will be \$1 per couple, which will include refreshments and extra ladies."



CORRESPONDENCE



President Broach States Policy On Territorial Jurisdiction

November 13, 1930.

Mr.

Dear.:

You ask the assignment of certain territory to come within the jurisdiction of your local union. In this connection I must tell you the same things being told others.

Unfortunately, there are very few local unions which properly organize, protect and patrol territory awarded them. Often they seek more territory when they are not taking care of what they already have. Many have promised what they would do if granted more territory, but time has proved few such promises were ever kept. They expect things to take care of themselves without putting a representative, or enough representatives, in the field to do the job.

About the only time most local unions pay any attention to certain towns or territory, is when a union concern secures a job there. And they become interested only in that job.

Few locals have organized the men in the nearby towns and sections, or tried to keep a representative patrolling and protecting the territory.

Some don't want such men, fearing they will come to the city. But experience and a careful survey show such men are often forced to go to the city because there is little or no union work in their own town or village.

Some locals try to establish the wage of the larger town or city in the small place. But rarely can this be done. It often forces these places to remain non-union. When the wage fits the small town or village, and it is organized, the men remain. When this happens I've found that for every man leaving the town or village, there are two who want to leave the city to work and live in the small town or village.

Failure to look after certain territory—failure to meet the conditions—has made it impractical, harmful and unwise to grant any local union permanent jurisdiction over any territory outside of the town or city in which it is located.

For these reasons the constitution was changed—see Article XVI—so the International would have the right and power at any time to divide or change the territory covered by any local union—also at any time to change or award the territory of one to another when it fails to properly organize, protect and patrol the territory involved.

We are now warning local unions that if they do not properly look after their territory, then it will be taken away from them and given to one that will.

Even though we sometimes approve the claim or request of a local union and award additional territory, this is sometimes changed later when the local union does not make good and produce results in the territory.

When any local union's by-laws are ap-

READ

Labor is politically awake in West Virginia, by L. U. No. 549.

Indiana did its duty, by L. U. No. 481.

A first-prize local, by L. U. No. 124.

Unemployment analyzed, by L. U. No. 773.

About Knott's idea, by L. U. No. 28.

Virginia elects a Republican friendly to labor, by L. U. No. 734.

Complexity of the job of securing business, by L. U. No. 108.

A local jollification with meaning, by L. U. No. 7.

A soliloquy on depressions, by L. U. No. 150.

Maine knows what lean winters are, by L. U. No. 567.

And all the other news-dispatches from the labor front.

proved—or when decision is made awarding certain territory—we now insert the following:

"However, the right of the International Office to change this territorial jurisdiction at any time is recognized, as provided in Article XVI of the I. B. E. W. constitution."

You will understand, of course, this clearly means that even though a claim is sometimes recognized—or a certain award is made—this stands only so long as the local union actually protects and patrols the territory in question.

With this full explanation I'm sure you will understand just why it's not considered wise to pass favorably upon your request. You will agree, I hope, that you should first do something to convince us your local union is more able, and will actually do the job of organizing and protecting the territory better than any other.

Please understand the policy explained to you is general—and not directed against your particular local union.

All good wishes.

Sincerely,

H. H. BROACH,
International President.

L. U. NO. 1, ST. LOUIS, MO.

Editor:

Work along the building lines in St. Louis has reached a crisis, thus causing everyone to feel the pinch of hard times. There is no work in sight at present nor is there any big building going up which might afford hopeful prospects in the next couple of months.

E. O. Jennings and his associates have leased the basement of our hall for the purpose of running a newspaper. It is

hoped that this newspaper, which will be of vital importance to electrical workers, will exceed a circulation of over 200,000 copies. It will be national in nature and its aim will be to expose all labor disputes, to promote the electrical industry, and to keep the wiremen posted on all matters of importance to electrical workers.

ROBERT B. MILLER.

L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

Well, Local No. 7 did not forget what good work Organizer Kenefick has done for the local in the past, so the members of the local held a testimonial banquet in his honor at the Highland Hotel, in Springfield, on the night of Saturday, November 1, and it surely was a wonderful turnout. It made Organizer Kenefick's heart feel good to see all his old friends at the banquet, for he had two boyhood pals sitting at the same table with him, one now Mayor Dwight R. Winter, of Springfield, and Congressman Granfield, of the Second Congressional District, and International Vice President Charles D. Keaveney, whom we all know and who is always with us in time of need.

And there were representatives from the locals at Hartford, New Haven, Pittsfield, Fitchburg, Holyoke, Northampton, who also showed their respect to Organizer Kenefick by their presence at the banquet, and also all the delegates from the building trades in Springfield, who have worked with him in the last seven years.

And we surely have to give a vote of thanks to the committee of four, Brother Caffery, our business manager, and Brothers Jones, Canty and Harrington, who worked hard in the short time they had to put over this affair, for the wonderful time it was and to the Highland Hotel for putting on such a fine supper.

The entertainment was furnished by Paul Noffke, magician, and Jack Taylor, who was in charge of the vaudeville, and all the boys were plenty satisfied with the show as our local comedian, Brother Dan Kennedy, said, it was what you would call high tension vaudeville, and he knows. And then, when everything was quiet, our president, Arthur Illig, presented Organizer Kenefick a cowhide traveling bag as an expression of our appreciation for his work when he was our business manager, and we all wish him plenty of success with it and may it bring him plenty of good luck.

I am sending you the picture taken of the main table. We would have liked to have a picture of everyone at the banquet, but we had to be satisfied, so I hope it will be in the December issue.

Work has slowed down quite a little; a few of the boys have started on Christmas decorating about the main street, but that won't last long and with Christmas so close to us, we would like to see all the boys working. We will have to be thankful for what we are getting in these hard times for there are many locals worse off than we are.

I will close my last letter of the year, wishing you all a Merry Christmas and let's hope a Prosperous New Year.

E. MULLARKEY.

L. U. NO. 18, LOS ANGELES, CALIF.

Editor:

Due perhaps to the stress of election which was held November 4, as you know, I failed to get my copy in for November. Perhaps I should not blame it on the election, but somehow after considering the remarkable showing made by labor as a whole, and ELECTRICAL WORKERS UNION NO. 18, I cannot help but believe that the hours spent in personal contact with voters, distribution of literature etc., was, for my part, reason enough, and may I beg the forgiveness of our local, at least?

Fortunate, indeed, were we. Perhaps it was not fortune but real foresight that prompted us of labor to vote for those candidates and the issues best adapted to the betterment of our interests.

Another reason for our success can be attributed to our paper, "The Transformer," a publication financed by Local No. 18 and edited by Charles Feider, now an International Representative and one of our members.

The marts of labor were supplied with some 5,000 copies and from results obtained the expense was not wasted. Were conditions to warrant our expansion of this little paper, the doctrine of better understanding would be somewhat broadened.

We are in hopes now to accomplish just such an expansion, through the formation of the Federation of Public Utilities Crafts, an organization composed of various local unions who are directly interested in all public works, whether government, state or city, and who have members employed in any of the above mentioned public-owned and operated units.

So much for comments here on the west coast, unless, perhaps, we add, we are a little less fortunate than our Brothers on the east coast, in so far as we do not receive our copy of the WORKER until our own copy should be in the editor's office, and, barring accidents, I will be on time for the December issue.

A little out of my usual line, but nevertheless the acme of perfection, in so far as "safety in electrical jumpers" is concerned, is the description of an invention conceived and patented by one of our members, R. P. Andrews. Technically it is known as a "safety pickup jumper" and is intended to be used when making hot connections, without endangering human life, and, in my opinion, it eliminates the temporary jumper hazard 99 and 9-10 per cent.

Safety organizations will do well to avail themselves of the opportunity of seeing this model or plans, as it is constructed and outlined so as to give an intimate idea of its simplicity and feasibility. Utilities also, which are ever on the alert to safeguard their employees and give the consumer the utmost in service, will appreciate the idea and be anxious to secure additional information on this remarkable, efficient safety appliance.

As this copy will be out just previous to the days when all the world is wishing each other season's greetings, I will take this opportunity of extending my best wishes for a Merry Christmas and a Happy New Year to the editorial staff and co-workers in the offices of our International, whose duty it is to clarify these humble efforts so as to make them readable and understandable, and I believe all the members of Local No. 18 join with me in wishing the WORKER and its very efficient editor, Brother G. M. Bugniet, a Merry Christmas and a Happy New Year.

RAY A. MANGAN.

HONORED



HAROLD K. WHITFORD
Local Union No. 3

Wins Distinction in New Field

Awarded the Dr. William T. Hornaday Gold Honor Medal of the Permanent Wild Life Fund. Has taught hundreds of boys the hidden secrets of nature. Remembered for his series on wild life in this JOURNAL last year. A Scout leader and scientist, and a good scout besides, in the common sense.

L. U. NO. 26, GOVERNMENTAL
BRANCH, WASHINGTON, D. C.

Editor:

Those of us who have found it possible to attend meetings during the past two or three months have listened to or taken part in some interesting, though hardly conclusive arguments. It seems that the coming of the new constitution has left us with what might be termed a sort of step-child status. We belong and at the same time we do not belong. We exist, but our existence is unofficial, if you can grasp what I mean. Sometimes I doubt if I can grasp it myself.

This state of affairs has caused a lot of discussion that seems to run in circles and gets us nowhere. However, since our by-laws committee has returned from a conference with the International President, in which he promised to take steps to provide for our particular status by suggesting the necessary changes in the new constitution, it appears that the only course left open to us is to continue to transact business in much the same manner as we have for the past two and a half years. It should be only a year at the most before this condition is remedied, and it is hardly likely that anything will occur in the meantime to bring us into any difficulty that we cannot overcome by our good sense and spirit of co-operation. So much for that.

At our November meeting we played football with our old favorite jinx, namely, the proposition of imposing and collecting fines for non-attendance at meetings. Haggling over this question has been one of our great indoor sports, and let us hope that some day this thing will be settled one way or the other, once and for all time. The real sufferers have been the executive board and the financial secretary. Since most of the complaints about fines have come from members

in arrears, it appears that the hardships imposed by these fines is being used as an excuse for their delinquency. Since it is not the object of this organization to add to the sum of human misery, we have practically decided that these delinquents will put an end to their misery by one or the other of the only two methods we know of. President Noonan, of Local No. 26, was present at our meeting and voiced his opinion on this question in a manner that no one could fail to understand.

Our delegate, Brother Stuart, brings us a record of the proceedings at the Civil Service Retirement Conference. Resolutions looking to the liberalization of the present retirement law were adopted at this conference, and if favorable action on them can be secured, many federal employees will be benefited, while these suggested improvements in the law would also have a tendency to aid in solving the unemployment problem.

For the present most attempts to solve this problem have come to us in the form of slogans. "Buy now" is the one we hear most. Just what some of us are going to use for money is not always clearly explained. Most of the members of this Brotherhood spend nearly every cent they earn, so it is certain that none of the blame for the present depression can be laid at our door. We are not and never have been the ones to keep money out of circulation. With the holiday season here, most of us are proving the correctness of the above statement. Let us hope we all enjoy these holidays, even if we are unable to spend anything for a long time after. Au revoir.

CLARENCE DURAND.

L. U. NO. 28, BALTIMORE, MD.

Editor:

We feel very much slighted as our copy of the JOURNAL has not as yet reached us. We were forced to impose on the good nature of our financial secretary and request one of the extra copies in the office. We hope, if it's only a case of an incorrect address, Brother Editor will kindly see to it that same is adjusted and future deliveries assured. With the scribe it's even more essential than to others that the JOURNAL arrive in due time so that same can be carefully perused and the letter to the JOURNAL gotten out in time.

Well, the so-called depression is still with us and still has that depressing effect on us. Thanksgiving around the corner and Christmas in the offing, prospects none too alluring. Things look far from cheering and our turkey will indeed be cold. Only those who have experienced it know what it means around this time to be out of work. Well, to talk about gloomy situations does not very well remedy them and besides no one cares to listen to our troubles. That old saying, "Laugh and the world laughs with you, weep and you weep alone," must have been written by a wire-jerker, for it fits the situation to a "t," and is just as true an expression as there ever was.

We read with very great interest the letter of our Brother Knott, of Local No. 9, Chicago. He proposes to save a considerable sum to the Brotherhood by the simple method of postponing the convention due in September, 1931, for two years. By this means an enormous sum can be saved and same turned into the general treasury, thereby saving us all from a burdensome assessment and at the same time enriching us by as much as \$100,000. Quite a neat sum and quite an idea if same can be worked without causing any harm and injury to the Brotherhood.

We are greatly pleased to learn of the wonderful progress Local No. 98 is making

and she surely deserves a great deal of credit for the wonderful strides in the direction of progress. Above all we wish to greatly commend the inauguration of a school comprising classes for apprentices and classes for journeymen. This is in itself a real genuine step forward and one that will repay Local No. 98 immense dividends. Our best wishes for continued success and progress.

We note that the educational idea is going over big in many locals over the country. At least we are all getting down to a real scientific basis and starting to make use of our books and starting schools. This idea not so very long ago was scoffed at. The old timers at one time couldn't see anything in this "Ohm's law" idea. Now we all see an opportunity to educate ourselves by ourselves, an opportunity denied us in years gone by by the economic necessity of going out early in life to earn our daily bread, thereby cutting short our education and opportunities. In years to come the real union man will be a craftsman who will be well educated theoretically and practically and one who will be a real honor to his profession. The slogan will be "In union there is education, knowledge and power."

Reading further we note with deep regret that Brother Walker, of Flint Local No. 948, was seriously hurt in an auto accident. We extend our sympathies and trust that he'll soon be o. k. Brother Walker was a notable figure here during our boom period and distinguished himself in the maintenance gang under Bob Miller on the Western Electric job.

Local No. 28 still has its two teams of bowlers in the Building Trades League and they are still doing good work on the alleys. For awhile it looked as though one of the teams was going to pieces but after an off period they staged a come back and again are doing their stuff.

Talking of schools. We have now started up the welding class which will take in both acetylene and electric welding. The scribe happens to be a member of that class and foresees great possibilities. The class is well equipped with necessary equipment for gas welding and later electrical equipment is to be installed. The cable splicing class has also begun to function and the boys are surely taking a commendable interest in the work. Both classes are limited to 20 each as that figure has been fixed as the most efficient number of students that can be properly instructed.

So many of the boys wished to take these courses that numbers had to be drawn to pick out the Brothers for the classes and a rule is in force limiting absence from class to only two nights, and then the unlucky one is dropped and another supplied from the large waiting list.

Our radio class has also begun and this class will accommodate about 40. Here the boys will be taught the theory and practice in radio.

All told our school now comprises: Apprentice and helpers' class, advanced electrical class for journeymen, radio class, welding and brazing class, and cable splicing class. Other courses are planned such as rigging, blue print reading, estimating and a number of others. All are showing a real interest and taking active part in their studies. It is very gratifying and the live wire educational committee deserves great credit for bringing all the long dormant ideas to real active life.

The elections are over and we notice that labor has cause for rejoicing in the large number of friends rewarded for their aid to our cause.

We did not succeed in putting over our man for governor but we did have a share in placing a number of our friends in a position where they'll do good to our cause.

We now take this occasion for wishing all a very Merry Christmas and a Very Happy and Prosperous New Year, much more merry and more prosperous than the past.

ROBERT S. ROSEMAN.

L. U. NO. 33, NEW CASTLE, PA.

Editor:

As you know we recently had an election for governor which the press proclaimed to be a wet and dry fight, but was really a question of whether a public service commission that has appeared to favor the public utility companies of the state against the people should continue to keep them bound down under high rates for public necessities. We are glad to say the people went to the polls and voted to change this regardless of the mud slinging in the press.

We want President Broach to know that we followed his advice and lost no opportunity to work for James J. Davis, and from the size of the vote he received, it looks to us that all the other locals in the state have done the same thing.

SECRETARY.

L. U. NO. 46, SEATTLE, WASH.

Editor

Well, we sure had a swell feed Thanksgiving and now that that is over we will now look forward to Christmas Day. It's a good thing that we have our folks to pay a visit to on these two days or I don't think we would do much eating. However, they return the visit New Year's Day, so that evens up matters.

Sometimes it seems as though one can find a lot to write about and then again comes a time like the present when it is almost impossible to gather enough material together to make an interesting letter. Telling the bunch about how slow work is and how many are out of work at present gets to be old stuff, and to say that "good times are coming," as I just heard a singer over the radio shout, is just so much "blah." The good times coming that you hear about and read so much about in the papers is only the theme song of big business shouting for further reductions in wages and when they get down to pre-war scales then said B. B. will sing gleefully: "Good times have come!" All of which sounds as though we were much disgusted but we're not. We'll get by some way and after all what we get out of this life is proportionate to the effort we put forth. Come what may we may be down but we're never completely out.

Well, anyway, Christmas will soon be here and the choir will sing "Peace on Earth, Good Will Toward Men," all of which doesn't mean much to the jobless men on the street.

So will say farewell by wishing, in all sincerity, a very Merry Christmas and Happy New Year to all the officers of the I. B. of E. W., the staff of our wonderful JOURNAL, and all the boys we worked with and for on the Shufleton Power Plant at Renton.

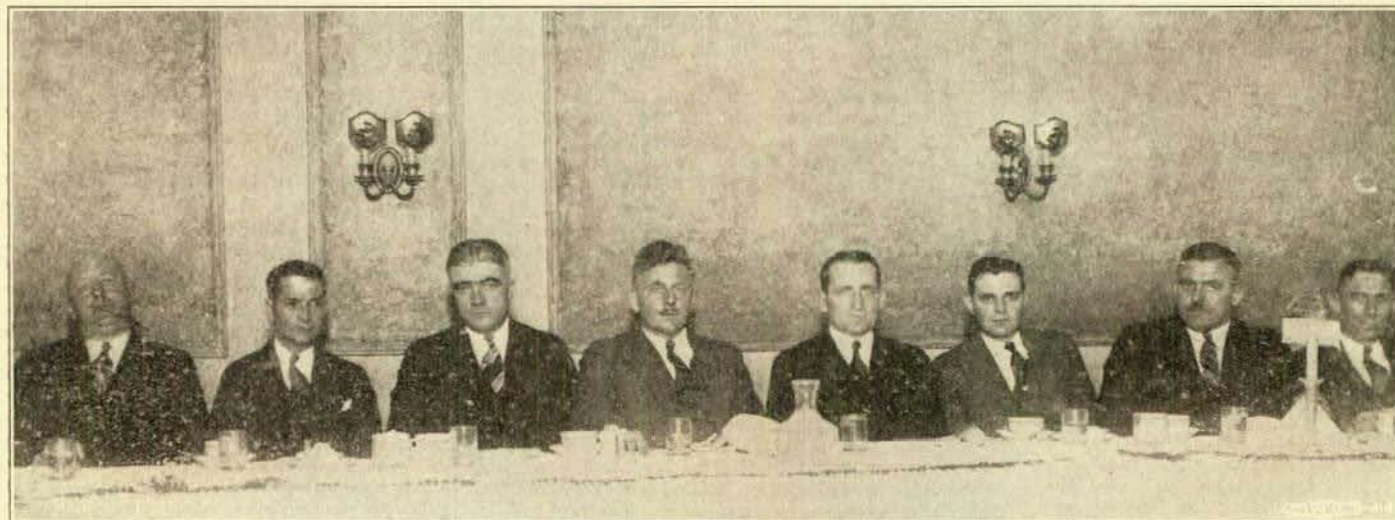
Ready to eat as ever.

"LINDY."

L. U. NO. 53, KANSAS CITY, MO.

Editor:

Election is over. Labor won most of the men it indorsed and helped defeat a few of its worst enemies. Not so bad but a long way from our objective. We just elected enough progressive-minded men to watch and expose the mercenary tactics of the others but not enough to do real work for the cause. Watch the fate of the anti-injunction bill, the radio bill, and others



TESTIMONY DINNER GIVEN KENEFICK BY SPRINGFIELD

Seated, left to right: International Vice President, Charles D. Keaveney; Mayor Dwight R. Winter; International Representative, Walter Kenefick; President, Local Union No. 7, Arthur Illig; Congressman William J. Granfield; Business Manager, Charles E. Caffrey; Treasurer, Louis La Libertie; James Little, Executive Board Member.

that we are so interested in. Of course you will have to wait one year before the new Congress functions at all. An old colonial custom of ours handed down from the time when our Congressmen had to ride to Washington on horse back and stage coach from the far corners of the country and it took them several months to get there. How we stick to old customs and how we hate to change. By the time this newly-elected Congress gets into action 90 per cent of the people will have forgotten the issues they were elected on.

"We all of us live upon the past and through the past we are destroyed."—Goethe.

And how like the politician we are, hanging on to past, the only country in western civilization without an active labor political party. Twenty years ago England started its labor party. Look at it today. One-half of western civilization today is ruled by labor and it controls Russia completely. We of America have two representatives in both houses. We have several good friends there but not near enough. We appear to be awakening from our dull sleep, however, and it is possible that men living to day may live long enough to see the birth of a labor party in America. The last decade has seen us pass from an agricultural to an industrial state. Industrial means city labor mostly with its mass production. The farmer is being reduced to servitude through lack of proper organization and proper leadership. And it behooves labor to be on the alert lest the same fate befall him. Men are hungry today not because there is a scarcity of food but because there is too much. What a travesty, what an indictment against our social order. But we must not change, we live upon the past, and we might be destroyed by it.

Now that that's off my mind I will go from the ridiculous to the sublime. Things in Kansas City are about the same, we still have the unemployment question to be settled and it is not being settled very fast. Local No. 53 has several of its members out of work and the prospects are not very bright for the winter. Most of the freight trains going through are loaded with the Brothers on their way to Miami for the winter season. The Kansas side job, the only union job in the town, is running about the same. When some one quits they might put some one in his place but not very many are quitting. The local meets twice a month as usual and the work of the union is carried on by the 12 apostles as usual. If any of the Brothers are thinking of coming to Kansas City our advice is stay away as the pickings are poor and the winters are long and cold. And it is hard to muscle in on the bread line. T. Mc.

L. U. NO. 60, SAN ANTONIO, TEX.

Editor:

Another month gone by and I guess we will start having cold weather before long. Work will be getting slack. Don't get me wrong, boys; I don't mean that we have plenty work, because we haven't. About 40 men are on the waiting list, out of about 150 membership. There has been a lot of work in San Antonio the last six months, but it has slipped through our fingers and gone to a bunch of "long tails."

Our business manager could do a lot more to better things in San Antonio if he had the co-operation of all the members. Why some members will work under the scale, some will work overtime and just turn in straight time; some use their cars, furnishing gas, oil, tires; some just furnish their cars and let the boss furnish

gas, oil and tires. We are not supposed to go into the shop until 7:30 a. m. and some members go in at 7 a. m. and would go in at 6 a. m. if they felt safe, but they think that one-half hour isn't bad.

We have in our by-laws that a man should not haul material in his car, but they do it. Members working out of town will come to San Antonio over the week end, go to the shop Sunday morning, get what material they need for the following week, take it to the job and never collect a penny. If some of them come to San Antonio in the middle of the week for something or other, they will drive their car around to the back of the shop, tell the stockkeeper to please cut the 30 feet of half-inch conduit into five-foot lengths so he can put it in his car, and then say: "Don't you tell anyone that I hauled this in my car."

The boss comes to Mr. So and So and tells him he will have to go to some job out of town. That part is fine and dandy, but when this Mr. So and So gets up at 4 a. m. with his tools in the car, ready to leave, he may get to his destination that afternoon, and chances are that he won't turn in traveling expenses at all, and while out of town lives on \$1.50 or \$2 a day.

Brother readers, do you know what is at the base of the whole thing? They are afraid they will lose their job if they don't do it, and that isn't the half of it: they will lose their job within 24 hours. If the men would stick together we could get good conditions in this town.

Another thing; if you Brothers would attend meetings a little more often you would know what is going on, and those of you who do attend the meetings and keep talking—well, if you would keep your mouth shut and pay attention you would get along a lot better. Some of you think you are going to a smoker or a general get-together. I have been to meetings of other locals and you could hear a pin drop and everything was going smoothly. Some of you Brothers should visit your sister Local No. 500. They meet the night after we do and you are all welcome. There you will see a very quiet meeting. They take care of all of their business and are on their way home by 9:30 p. m.

Brothers, I could talk all night long, telling you things like this but I will save some for next time. I guess I have hit some of you members pretty hard but it is the truth and the truth is what hurts.

JIMMY DE HART.

L. U. NO. 86, ROCHESTER, N. Y.

Editor:

These past three months have been busy ones for us. After elevating our financial secretary's position to an eight-hour job we had a ways and means committee that convened for nine weeks and then a by-laws committee that convened for four more weeks. Last meeting night, November 14, we had the first reading of our proposed by-laws.

On the evening of November 14, Brother Maroney, of Local No. 3, gave us a very interesting talk. He told us about classing the members in three groups, A, B and C, to enable us to widen our scope. We have talked about this for some time past and whereas nothing definite has been done along these lines I believe in the near future we will take this problem up.

We have a poet in our midst who gives promise of rivaling, "The Duke," "John F. Masterson," and others. Our poet prefers to remain anonymous and will compose under the nom de plume of "The Bard of 86." His first composition—which I hope you will enjoy—is about that fearless character, "Powerhouse Rielly," and is dedicated to his

many friends throughout the Brotherhood. Look for it in the next issue.

In a local union of our size a death is more or less of a rarity, but on Wednesday, November 12, one of our members, George "Dutch" Harper, beloved by all who knew him, passed into the long sleep of death. He contracted pneumonia and was only in the hospital a short time. Brother Harper was taken sick some years ago and the last thing he had done to him was the removal of his teeth. That seemed to help him, for last summer he looked more like his own self than he had in the past four years. We extend our heartfelt sympathy to his wife and four kiddies.

This reminds us of the necessity of keeping ourselves in good standing. We never know when we, too, will go and leave our loved ones. We owe it to them to leave them with as much financial help as possible.

There is a very good letter from L. U. No. 734, in the October WORKER by "Sauvan" about old age "insurance"; another good reason for keeping your dues paid up, even to dropping out of lodges, clubs or fun organizations as we said last month.

We will just get our adding machine busy now and add up the births that have occurred in the past four or five weeks:

Parent	Quantity	Sex
Bill Wegman	1	girl
Leo Adams	1	girl
Harold Massey	1	boy
Walter Fleming	1	boy
Grand Total	4	

There may be an economic depression on but here are four families who are going to keep busy for a while.

Brother Al Daley was stricken with the same malady as our late Brother Harper, but I am glad to be able to report that he is home now and on his way to recovery.

Our conditions are bad here with 57 men out of work entirely and about 75 getting only one and two days a week. When the call went out of Washington to help the unemployed by starting contemplated buildings at once the I. Y. M. A. announced that they would go ahead immediately with their new building. That was about three months ago—the "runt" golf course is still on the site. Our new postoffice is still hanging fire. It looks like too many real estate companies and cliques of property owners are trying to unload a lot of "dead wood" on the government at a fabulous price.

Senator Whitley is trying to hurry things along but at the present writing the site remains unchosen.

If these two jobs would only get started we might have work next spring.

A group of people are trying to have the zoning laws changed to enable them to put up high class co-operative apartment on one of our show streets—East Avenue—but, as usual, the property owners—some who have lived there for 35 years—object. The section where they want to build these apartments is anything but a help to "The Avenue." Apartments renting for \$200 and \$300 a month and set back to conform with the other residences and the grounds beautified would certainly add to the beauty of "The Avenue," instead of being the detriment that the buildings there now are.

We are informed, by the attorney for the group wanting the zoning change, that the value of the apartments which are ready to be built will aggregate \$3,500,000; which means a vast amount of work for the unemployed in Rochester's building trades.

Next month we intend to have a letter on the machine age, so-called, and its relation to unemployment. CARLETON E. MEADE.

L. U. NO. 108, TAMPA, FLA.

Editor:

Well, Local No. 108 has scored another victory and maintained her position relative to handling the electrical work in the theatres in Tampa.

The Rivoli Theatre, which was projected about 10 months ago, has been the scene of the conflict and a long and hard fought battle was waged. This theatre was to be built in the center of the Latin district which comprises one of the largest tobacco centers in the world and would be patronized entirely by the workers in this field. Although these workers are not represented in the A. F. of L. to any extent, they are organized independently and respond to organization appeals and they were watching the fight with keen interest.

The work was let to an unfair general contractor with the electrical work held out at the request of the owner, who in deference to the wishes of the lessee would have demanded union labor in order that there might be no friction between the electrical workers and the operators.

Shortly after the job was let the owner was taken sick and passed away leaving the handling of her estate to her executors.

It was necessary that an alley crossing the site of the theatre be closed and this necessitated getting property owners whose property abutted on the alley to sign off all rights.

One of these holders was an electrical contractor who was an enemy of the I. B. E. W. and refused to enter into any negotiations with us. He refused to sign off the alley rights unless he was guaranteed the electrical work on the theatre. Despite the fact that the party who was handling the financing of the building knew the position the lessee would be placed in he brought pressure to bear on the executors and had the contract awarded to this contractor. Our business manager, Brother Carl Beck, got busy at once and had the work held up until the building was nearly ready for the interior finish, trying to have the contract transferred to one of our fair shops. The administrators, who were lawyers and bankers, tried to keep out of the tangle, claiming that they had inherited the grief but could do nothing but see that the contracts to which the estate was obligated were lived up to and carried out properly.

The lessee had advanced nearly \$10,000 on his lease to clear the property of taxes and liens and had also signed a 10-year lease

which was practically iron-clad. He felt that he was up against a wall and that if the job was not straightened out he was facing bankruptcy. He realized that he could not get his talking equipment installed without union labor and expect to get fair operators. With unfair operators the resident population wouldn't give him much support, as many of the operators are of Latin extraction and have considerable prestige among their friends.

Brother Beck waited on the architect and demanded that the contractor be disqualified on technical grounds which existed, but the architect refused to listen to any pleas.

After all efforts were exhausted to effect a conciliation, the house was declared unfair by Local No. 108 and advertised as such. More grief for the lessee, but he still had one card up his sleeve which he was waiting for the proper time to play. In his lease was a forfeit clause stipulating that the building be delivered on a certain date with a substantial payment for each day's delay.

As the time drew near for the opening and it was seen that owing to the delays experienced that it would be impossible to meet this date the estate had something to worry about. Bang! Their pocketbook was in line and that was serious. The lessee was now in position to dictate and he could make extensions of time if he so chose. The administrators were now facing the firing squad and he held the gun. It didn't take long for those fellows to get action and the contractor agreed to meet all of our conditions and signed up, placing our men on the job and discharging his men that same day.

In the lobby of the theatre, beside the main entrance, there is a large lighting panel with three doors which have been decorated to harmonize with the other decorations and on the center door may be seen the I. B. E. W. emblem, modestly welcoming all who may enter.

Another interesting feature incident to this case was that Brother C. E. Beck, who was business manager at that time, was appointed International Organizer during the latter part of the fight and was assigned to a distant territory before the matter was settled. Up to the day he was supposed to leave there were no immediate prospects of bringing matters to a conclusion and it was apparent that his successor would have to carry on with the handicap of not being familiar with all previous details and the probability that he would work along different lines. Brother Beck was determined that he would settle this matter before he left and

he delayed his departure two days and put it over leaving his heir with a clean slate to start on.

Local No. 108 is proud to state that the Rivoli Theatre opened on the scheduled date and that everything went over in perfect order—as would be expected when the union takes a hand.

As has been stated, the Women's Auxiliary and the members of L. U. No. 108, presented Brother Beck with a fountain pen as a parting gift, and Brother Beck states that he was elated by the fact that the first signature made with this pen was in the signing up of the Bender Electric Company, and we hope that this may be a good omen and that Brother Beck will wear it out signing more contracts.

News of general interest is scarce, there being little work going on at present. Thanksgiving is over and we must be thankful for what we have and for our health which is our biggest asset. One cannot help having a heart throb for the sufferers in the colder climates during this depression which has engulfed us, and let us be thoughtful of the other fellow even though he may not be one of us, for many a convert has been made during just such times as these. Some time when I have not used as much space as now I will tell you a little story which forcibly illustrates this point.

Was glad to see The Woodchopper back in type. Had begun to worry about him and thought seriously of going over and seeing what it was all about. Though maybe he was too busy getting his wood pile ready for the winter.

Have just received the proceedings of the A. F. of L. convention in Boston so now I have my winter's reading all arranged for.

R. H. SMITH

L. U. NO. 124, KANSAS CITY, MO.

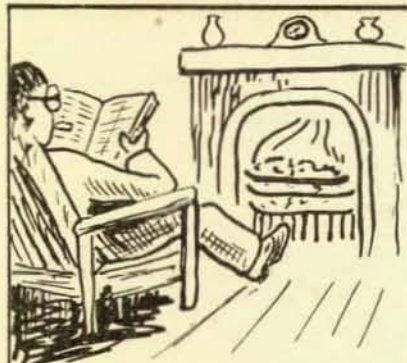
Editor:

L. U. No. 124 was awarded the first prize, a silver cup, for the best appearance in the Labor Day parade. This is quite an honor for Local No. 124 as the different labor organizations in Kansas City really covet this prize and they sure gave some hot competition. We were dressed in white shirt and hat, blue and white tie, blue serge trousers, black belt and shoes.

Our orchestra made its first appearance in the parade. Their music was very much appreciated by the boys while marching and the musicians received much applause along the line of march.

SCHOOL DAZE

By AL. GUY



Bill loves to sit by the open **GRATE**
And read about men
Who lived to be **GREAT**
But his wife has a nutmeg **GRATER**.

Brother Albert Karl was elected permanent chairman of the Wyandotte County Republican central committee. Brother Karl has been a good union man and we wish him success and hope that all union men in his district give him their support.

Business Manager Mont Silvey was a delegate to the Building Trades Convention in Boston and he attended the A. F. of L. Convention also, so he was able to give us a lot of information on the labor movement in general and conditions throughout the country.

Our bowling team is getting into action and we expect them to make a good showing in the league.

We had great hopes that the five-day week would put the boys to work; it has helped but there are quite a large number of the members loafing and don't see where there is much in sight to take care of them.

C. M. FREEMAN.

L. U. NO. 145, ROCK ISLAND, ILL.

Editor:

Well, here we are, Thanksgiving is here, and Christmas is very near, and by the looks of the bread and soup lines in our cities throughout the country, I wonder what we can be thankful for. I am sure it is not for the bread and soup lines that are throughout the country.

Then they talk prosperity and good times coming. They should be, but how far it is away is hard to tell. One good turn which would sure stimulate the condition in our country now would be to get some of the "hard shells" on prohibition and put them all on a good large ship and ship them out in the middle of the ocean. Hope the ship would run out of fuel and let them come to their senses.

You all know what it would do in your city and how many employees it would put to work, such as the salesmen, the bookkeepers, truck drivers, brewery workers, and you know the breweries are all in a run down condition and the number of mechanics it would employ to put in first class condition, not only in your own city, but there comes the farmer, they have made so much fuss over, spent so many millions of dollars, for what? Has the farmer ever got any of this money? Ask some of them and find out.

True you will find that some of the few distinguished political friends got a good job, but that didn't relieve the farmer, only to read about it. But give us back our beer, good old 6 per cent and no worry, then the farmer will get a job raising the grain, men will be employed to harvest it, railroads will get to transport more products, so you see it will help hundreds of thousands of unemployed.

One thing we don't have to listen to the bunk of feeding the thousands who are starving in foreign countries. They could do a little U. S. charity now. Well, I could stand a good scoop of 6 per cent if I had it now but our freedom has been taken away so here goes for another subject.

Last Monday the John Deere Plow Company opened their new sales and office building to the Electric League and those interested in the electrical industry. I attended and it surely is modern to the minute, in the electrical installation. Mr. Lowery was here from the underwriters department and reports that this building is five years ahead of the underwriters department of the United States. I am glad to report that members of our local made the installation. I might add, it was a union job throughout for all crafts.

November 8 the wire patchers had their annual ball, which was a success. It seemed as though several of our loyal Brothers were

The following poem is a sincere tribute to Brother Jack Pera, of Local No. 7, whose untimely death caused great regret among the ranks of his fellow workers:

A WIREMAN'S EULOGY

My dear old friend, Jack,
Has now gone away;
He will not come back
To draw his last pay!

He was a wireman
Who worked all around;
Never made a short
Nor nary a ground.

He seldom did test
The wires he put in,
But he left each job
With a sure feelin'.

When they tried each thing,
The lights would all burn;
The bells would all ring,
The motors all turn.

Now since he is dead,
Untimely called west,
We have heard it said,
His work was the best.

The days of his life
Were one-half too few;
God help his dear wife
And his children, two!

WALTER H. HENDRICK,
Local No. 7, Springfield, Mass.

too busy to go. I guess they were pulling on the other end of the line like that wise animal they call the jackass, which has his feet in the mud. The committee hopes they will change their minds the next time.

Things are not moving very good in the Tri-City this winter, and nothing is in sight so don't expect a grub stake here.

Just a word for our president in the stand he has taken in regards to the building trades agreement and the classification of the electrical industry. In my opinion this movement should have been established years ago, so more power to you; I hope to see the day when we can say we are 95 per cent organized in the electrical industry, and if we do, the other 5 per cent will not be so hard to get.

G. O. WILSON.

L. U. NO. 150, WAUKEGAN, ILL.

Editor:

The laws of mankind always remind us,
Even though we make our lives sublime,
That departing, we leave behind us
The furniture we bought on time.

Poets say misery likes company. If so, prosperity at the present time is damn lonesome. Whoever started this depression sure made a good job of it.

That reminds me: If you do a good job it is something to be proud of, but it is nothing to brag about.

Remember, a few years ago when times were good and you had sickness in your family, doctor bills to meet, the nurse to pay and the landlord was squawking about the rent, and the groceryman told you that if you couldn't pay your bill he would attach your wages? There was plenty of work then; you were working steady, but you couldn't seem to get ahead, then. When the dark clouds rolled by and the kiddies

got well, you paid the bills with a smile and were thankful that matters were not any worse.

Well, the dark clouds of depression are going to roll by; the sunshine of prosperity will shine again; business will boom; you will be able to pay your bills. In time you'll forget the struggle you had during this depression, just as people forgot the 1907 money panic, until this depression reminded them of the past. When these bad times are all over we will be thankful that times were not worse.

Think of how the depression affects you, and how it affects the other fellow. You are out of work; so is the other fellow; your children need shoes; so does the other fellow's; your rent is overdue; so is mine. If you want to realize how unfortunate you are compare your troubles with the good fortune of the fellow who has a job, but if you want to find out how fortunate you are then compare your troubles with the troubles of a family who have been evicted to the street, and then bawled out by some copper because their furniture is blocking the sidewalk.

Be a little optimistic; find something to be thankful for and forget the rest.

The greatest optimist that I have ever heard of was a veteran in the Speedway Hospital. He had both arms and legs off and was confined to a cot for the rest of his life. Some Follies girls were entertaining the veterans. One girl stopped by his cot, placed her hand on his forehead and remarked: "You poor fellow; you have certainly met with bad luck." "Hell," he answered, "I'm all right; look at the fellow in the next cot; he's lost his eyes."

Of course we can't be as optimistic as the veteran, but we can at least be thankful that matters are not any worse.

I was talking to a boy who had been up to a doctor's office to have a fly taken out of his ear. "Say, mister, you don't know how good your ears feel until you've had a fly taken out of them."

After this depression is over I hope we all can realize how good it feels to be at work again. When we get around that corner where good times await us and the bosses are crying for men, and the business manager is telling them that he expects to have some men for him next week then we can smile and say to ourselves: "Now for a new car, clothes for the wife and toys for the kids." Come on, you prosperity; I am ready for you.

None of us know what is in store for us in the future. We do know what we have received in the past—as little as it was, or as great as it was. We must be thankful for it. Right now is the time to lay your plans for the future. Forget the past, make the best of the present, and in the future get all out of life that it is possible to get and be thankful for it.

I don't know who started this depression, but I do know who will start prosperity. It won't be the Republicans or Democrats; it will be the people, who are striving to increase the American standard of living—the people who have the desire to own two automobiles; the people who have the desire to have a radio in the living room, a radio in the basement near the electric washing machine, so the lady of the house can tune in on the home-making hour while she washes the silks, satins and linens of the family. And the man who desires two or more suits of clothes and toys for his children, clothing for his wife. These people and only these people are the ones who will bring back prosperity to the people.

Increase your wants, satisfy your desires and the manufacturer will have to increase his output. When he increases his output

he will need new buildings; when he needs new buildings he will need your labor. Trade with the fellow who trades with you or your organization; live and let live; think prosperity; act prosperous; spend your money wisely and we'll not have to go through these hard times again.

I know that I am in the same position in life as thousands of others are—just one jump ahead of the sheriff—but I can anticipate the joys and pleasures of the future that are in store for me, so I am going to keep right on jumping. Jump, Brother, jump; let's get around the corner and start all over again.

There is an optimist near me who received a Thanksgiving turkey from a farmer by parcel post. On the same day he received a notice from the gas company that if he didn't pay his gas bill they would cut off his gas. This didn't worry Mr. Optimist; he proceeded to get the turkey ready for the feast. During the day the cold snap froze some of the gas mains and all of the gas company's employees were too busy to shut off his gas. Mr. Optimist and his family enjoyed their Thanksgiving feast and now he is rustling to get money to pay his gas bill, so that he will have gas to cook another turkey with, in case the farmer sends him one for Christmas. Some people might call that luck; I don't. I think it was just a reward for being optimistic.

Thirty per cent of Local No. 150 are out of work and have been all this year, but when you meet them on the street they are still able to smile. One of them was telling me that he would like to get to work before spring, as he wanted a new auto so that he could take a trip next fall. I'll bet all the mortgages that are against my place to a dollar that this Brother's happy frame of mind will get him the auto and that he will be able to take the trip.

Brother Corley, our business manager, has started to worry about how he will be able to furnish the bosses with men next spring. Well, let him worry; his shoulders are broad and he is still young.

Tonight is story-telling night. The executive board meets at 7 o'clock and when "Sparkie" Schroeder starts to dispel the gloom with his masterpieces all thoughts of hard times and home are banished from the mind. So long until the next time.

W. H. RANDLE.

L. U. NO. 176, JOLIET, ILL.

Editor:

Since our last letter in the WORKER we have good news to report. At last the carpenters have gone on the five-day week. We sure have been hoping to report this for months but always at the last minute they would vote it down at meetings. That sure is a thorn removed as it made it very difficult for us on the five-day week, as on Saturday they would throw up partitions galore and on Monday would nearly have us covered up before we could get into our overalls. Boy, those carpenters sure can work. If electricians worked as fast as they do we would have the fixtures hung and burning before the foundation was poured.

I see where Local Union No. 364, Rockford, does not think they can put into effect two classes of men. Now, Local No. 364, don't listen to the contractors unless you intend to stay in a rut, as they are against anything that tends to help yourselves or produce a full check. Your contractors should not know what is being discussed at the meetings, until it is voted on and passed by the members, then give it to them cold turkey, and they won't have so much to say after it's down in black and white.

Local Union No. 226 is also having trouble with its members. That's too bad, but it's just what contractors like to see—men cutting each other's throat for the "almighty dollar." Here no member is allowed to use his car between the hours of 8 a. m. and 4:30 p. m., or for the benefit of the contractor. Make him buy a couple of \$10 Fords, for why should we have to furnish trucks, as well as tools? Pretty soon we will have to pay the rent for their stores and shops. Wake up, Local Union No. 226, before it's too late or you will look like furniture movers with tool boxes, ladders, pipe, etc., tied on the old family chariot, or else you won't have a job. We had that condition here, but now it's different, as we saw the danger sign and detoured before it was too late.

E. FREDERICKS.

L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

This will make the twelfth letter this year for L. U. No. 193—a ringer, and I think the only ringer ever made by us. Some of you other writers make up your mind to try to meet us next year. I am sorry to say that a number of locals who have been with the organization for years have never sent in one letter; others have sent in a few, while some have done very well. However, locals should see to it that a few letters come from all. While it is a thankless job for the press secretary and many an unthinking Brother tries to discourage, by kicking, "something wrong with the last letter," yet he could not suggest a thing that may be just right for a letter. Now what would you suggest to say about a Brother who kicked about a letter and he himself had not seen it, let alone reading it, and finally after getting pinned down to read the letter he found to his surprise that nothing in the letter came anywhere near to the subject he kicked about? That is not news, just a review. It goes that way in most any local. In meetings, as well as in other arguments, you can not please the Brothers. They would not sit still long enough, that is a good number of them, nor have I seen any who would come to the front and have any suggestions to make in regard to what to write. It seems no more than fair to the press secretary that if the letters do not fit just right the kicker can make his big kick then also have something to offer in place of it, but that is not a red way. Well, I know of a case nearly like it. The local appoints a committee to entertain friends, then has the committee pay. That is service, even should it be unwillingly.

This has been a good day here to remind us of what may be expected soon, as well as make one think of what he did with his summer's wages. The work was just the kind for a warm, sunshiny day that we were doing. Instead, it snowed and blowed cold waves in our faces. Transferring and cutting over was the job. I think all of us were glad when time to go home arrived. All our old clothes will be looked over tonight and some more we will carry tomorrow. It seems we can not even dress to satisfy ourselves. The unemployed had no kick coming here today—that is if their work would have called them to the outside.

We here are blessed so far as unemployment is concerned. All of L. U. No. 193's members were working today, and as the city as a whole is concerned just a few over 1,000 were reported out of work. I have seen it here when all the miners were out of work for months and they alone would make four times that number and at that no out of work noise was heard. But now it is different. A lot of noise regarding the un-

employed was made and a check up showed the number.

So it is no use to try to believe everything said or printed. It may be so, or not so bad; whatever it is, we cannot always tell, unless we stop, look and listen.

F. C. HUSE.

L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

"Unemployment." That's one word that has an ugly sound. Like it or not, we have it with us, and it's troublesome. We've had suggestions galore. The seniority plan was proposed and some of us old "hard-shells" thought it wasn't practical. So Brother E. Fredricks, Local Union No. 176, Joliet, Ill., gives cheering news. As one Brother to another send us some information; also the benefit of your experience, that is, the hard spots or things to avoid. We'll promise to keep him informed on how it's working out.

Now that that's done we're wondering if the "old timers" should throw a special meeting. They're due and have some "bay food", you know—soft clams, mussels or similar delicacies. Would it be an inducement to Vice President Edw. F. Kloter to visit us? You guessed it, we want something. Scouts have brought in word. His system for placing men at work works with a click, and that he has not had the formula patented. And in addition, enjoy his smile and receive a lesson in diplomacy. To Brother W. E. Cameron, our business representative, a good method would be peaches.

A call comes in seldom lately. Four men are wanted. Good news that leaves the others sore; remarks something about being step-Brothers. But at that everybody isn't broke; not when they can pay \$2, \$3 and \$5 for a seat in the new Auditorium to see a football game—Lafayette and Washington-Jefferson.

Something new in college athletics. Forty carloads of Pennsylvania soil covers main floor and ice skating rink, flood lighted, and how! Engineered by our own Brother Eger; installed by Brothers "Free Speech" Eakins, "Three-Phase" Rutledge, "Tongue-Tied" Kersh. It's a wow; light as day, and in where it's warm. No more cold stadium seats; get cold, maybe get pneumonia. Prefer pinochle, and how!

That reminds us also, Brother Charles Pfrommer is going in for luxuries; no fooling. Had a baby girl delivered to his house. "Zam!" There goes another fishing buddy. The big so and so should be more careful.

Do your shopping early, sez you, and what are we going to use for money?

G. M. S.

L. U. NO. 212, CINCINNATI, OHIO

Editor:

Brothers, if you are interested in what your humble scribe has to say this month, please be kind enough to refer to the page "On Every Job". (Editor's note: Printed herewith.)

I am making a request of the editor to print a photograph of "The Gang" that installed the job on the new telephone building.

Therefore, I don't care to take up any more valuable space here. In closing I wish to extend the season's greetings to the official body at Washington, the scribes, the members of Local Union No. 212 and the entire I. B. E. W.

WM. F. MITTENDORF

On two or three occasions
The poets of the I. B.
Have rhymed about the hickey,
The handy one, I believe.

The reason why their efforts
Were turned in this direction—
A whim of our worthy editor
Created the suggestion.

Now for this rhyming I have fell,
Although I should know better;
I guess I'll get a lot of—Well,
That's the way of the transgressor.

The hickey is a handy tool,
And, Brother, we should praise it;
It sure has made a lasting hit
With our great I. B. Outfit.

Its origin, as told to me,
Was a swiped iron pipe T.
With handle about four feet long;
Now don't tell me that I am wrong.

This "info." I am giving you
Was given me by men who knew
The needs and object of this tool;
You must admit they were no fools.

The hickey, like most other things,
Has also had its progressive fling,
For from the swiped iron pipe T,
We now have the modern split hickey.

It's often referred to in fun
As a bending iron or gun,
But like in other he-men games
It's called a lot of other names.

The hickey to our trade
Is surely a Godsend;
The reason it's so handy
It can be used from either end.

It's quite useful in many ways,
But let me tell you, Brother,
It's main object in our trade
Is to bend half and three-quarter.

For other things we use it,
Ofttimes we abuse it,
Yet when there's any bends to make
We never fail to choose it.

The doglegs and the offsets,
The forty-fives, and you bet
A lot of other little curves
That require a lot of nerve.

According to tradition
There have been some tile partitions
Wrecked beyond recognition
With this tool by an irate electrician.

Once more may I inform you,
And, listen, I'm not kidding,
This sure is quite a handy tool
To chase a helper around a building.

Some say this world we live in
Is hard and cold and cruel,
But a lot of sunshine's entered
Since the invention of this tool.

The stock and die and hacksaw,
The tool we use to ream,
Are all quite necessary,
But the hickey reigns supreme.

"BILL."

L. U. No. 212.

L. U. NO. 213, VANCOUVER, B. C., CANADA

Editor:

I will have to apologize for not having a letter in from Local No. 213 for the last three months.

Well, first of all, I would like to mention that we have a lot of Brothers walking the streets, taking in the scenery, and I would advise all you Brothers back on the prairies that you can make yourselves comfortable there, and don't think of coming to the coast, as this is going to be one of the slackest winters in years for us. We receive a lot of requests about our big hotel job that is started at last; the job is well manned now and we have a large army to draw on to cover the job.

At our last meeting held November 4, we had a large turnout—a real old-time meeting. We were passing on our new by-laws and it was well debated at times. I hope that the Brothers will attend like this twice a month and cut out the back shop talk and do it all in the hall. We have a membership of 506 on the books and the best we can get to attend the meetings are around 200 and the majority are inside wiremen. Our largest job, the Marine Building, 22

stories, has been completed at last. It ran into two years' work and finally weathered the slump, is now filling up with tenants. The Royal Bank Building, a 17-story office building, is now closing in the roof.

The hotel structure, to be 19 stories, is at present a skeleton of steel and a few slabs poured. This work is going on slowly at present.

At a later date I will try to send along some pictures of buildings completed by Local No. 213.

The British Columbia Light and Power Company is now completing a large year's work of new sub-stations and enlarging of stations and power houses and dam work, which has helped to give a lot of work to our inside men, as there was 37 per cent of our local inside men on this work this fall, which will soon be completed.

The new constitution has put a lot of pep into our local office, or rather work, and the burning question at present is, how are we going to handle the tabulating of each member and will it require additional office help? This has the business manager scratching his noodle, a one-man office and a large membership to look after.

Our entertainment committee are pulling off a dance November 14, so will be able to give you a line on this next time. Now that winter has set in I hope the boys back in Toledo can persuade Brother Dukeshire to write again as his work is great and puts a lot of pep into the other scribes.

A. C. MACKEY.

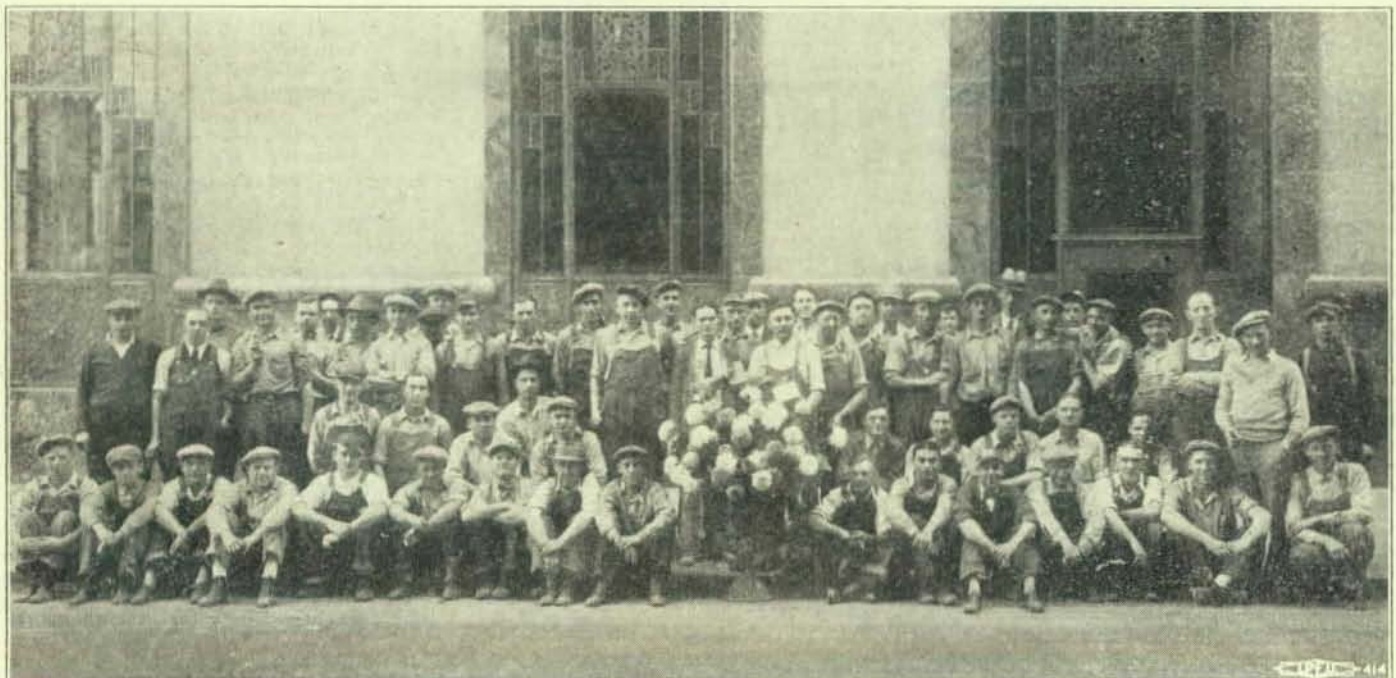
L. U. NO. 226, TOPEKA, KANS.

Editor:

Organized labor in Kansas showed the world how to do the impossible, that is, defeat an enemy of all the workers, even though he was a Republican in a state that normally is Republican by 200,000 or more in every election. It was done by hard open warfare and by uniting with the farmers.

The industrial court didn't do Henry Allen a bit of good.

We also believe that Kansas has a governor who will be as fair to the working



THIS CREW, FROM LOCAL UNION NO. 212, INSTALLED THE WORK ON CINCINNATI'S NEW TELEPHONE BUILDING. BILLY JONES, THE SKIPPER, IS SEEN, A LITTLE TO THE LEFT BEHIND THE FLOWERS. BY THE WAY, THE FLOWERS WERE BORROWED FOR A LITTLE WHILE FROM THE CHAMBER OF COMMERCE AND THEREBY HANGS A TALE.

people as some others have been to the special privilege hounds.

The above hounds are again threatening to attempt to put over a city manager form of government on us, but it can't be done, if we do our part as earnestly as the open-shoppers do theirs.

An era of cut-throat competition is raging in Topeka at the present time and no one knows where it will land us. Every one is blaming the other fellow and going ahead with the murder of each other.

Herbert Hoover would be more popular with the working people in these parts if he would quit broadcasting what he was going to do to relieve the unemployment situation and start really doing something.

The first thing to be done is shorten the workday to at least eight hours by passing laws against longer work days for anyone and shorten work days for women and children.

Of course, this might curtail the immense profits of some of his campaign contributors but he says he really wants to help and this seems to be the only way to do it.

Step No. 2 will be to exclude all alien labor, including Mexican, even though the beets have to be plucked by American citizens and the railroads graveled by taxpayers.

This is one case where shooting the trouble is easier than remedying the defects, but Herbert helped the Belgians and will save us poor working Americans.

Brother Duncan has taken a traveler.

Brother Sheldon, who fell with a ladder and seriously injured his knees, is about on crutches, after three or four weeks in bed.

Bob Edline, who has been sightseeing all over the country, is home again and out of a job.

One thing reading the WORKER teaches me is that they are still having clam bakes back in the big state. Did you ever attend a clam bake, you prairie chickens? Yes? Then you know what real eating is. Also, that the boys in New York State are attempting to get a license law through their legislature. They seem to be cursed with the same curse that retards us in Kansas, namely, lack of interest in their own welfare. However, Brother Sheehan, of L. U. No. 392, has some good arguments for a state electric law.

J. R. WOODHULL.

L. U. NO. 245, TOLEDO, OHIO

Editor:

Thanksgiving Day, 1930, I had quite a few things to be thankful for—health, happiness, a steady job, a family and friends. What more could any man ask, especially you line-men in Toledo? Unemployment, starvation, poverty and want is visible all around you, yet there has not been one man laid off on your job. You feasted on this day of feasts. Did your neighbor? Have your neighbor's children sufficient clothing to cover their little bodies to protect them from winter's cruel blasts? On this day of feasts did you feed at least one unfortunate? Then it has been a day to be thankful for. But that day is history and when you are reading this Christmas will be a few days off and Local No. 245 extends through its medium, the press secretary, a Merry Christmas and a Happy New Year.

H. P. Buttermore came up from Willoughby, Ohio, but I was not at home. Jess Peek's was his next stop, but he ended up at Roy Meyers' for the night. Sorry I wasn't home. Try it again.

How many of you men here, while out for a drive on a Sunday or at night, have dropped in unannounced on Mr. and Mrs. Sorgenfrei? Louis and the Mrs. were glad to see you, weren't they, no matter what time of day or night? No matter whether or not she was feeling the best, her own emo-

tions were concealed and instead of pain her face wore only smiles. That impersonation of a woman in good health has been acted for your benefit several times no doubt. But now let us take a trip behind the scenes. That smile gradually faded through. Over endurance and pretence no longer could keep her on her feet, so she was taken to the Rob-inhood Hospital where medical attention was in attendance. There gamely awaiting those friends to call upon her, three weeks rolled around, or dragged around. Visiting hours to her meant the hours between two and four and six and eight. Were you at her bedside to wish her God speed in recovery? A small handful were, however, and were greeted with that smile, even while she lay at the door of uncertainty. She pulled through, yes, purely by grit and gameness, and is again at her home in fairly good health and spirits. The moral of it is: Why is it that when a person reaches the stage where a word of greeting and condolence is of the greatest importance those friends invariably disappoint them?

Carl McMullen lost his best friend in November. His aged mother passed to the world beyond. Tony Diwald has been relieved from his trouble job and now his official title is foreman of the troublemen. Sounds like Tony's trouble has just started. Henry Tansley is back in his favorite cab again. During the last few warm months he could be seen riding around the job in a closed car and as soon as the weather got good and cold he came back to his cold cab that he has frozen in for two score years (not the same cab all these years), but he at least knows what his title is now. Ain't that sumpin'? Bob Hunter, the oldest line-man in actual harness work here, is spending another of his last winters climbing. Fred Koehler and Bill Hemminger are still on the sick list.

Bert Freeman proved himself superior to the younger man in the last stock campaign. He took all prizes. If you ever go out Berdan Avenue, and notice a house painted a real bright yellow to your left, that's the residence of Larry Shaub. Did the job himself, too, in spare time. We finally got a union trouble man working in Maumee, Ohio. Did we organize the one that was there? Don't be funny; he was replaced by our Brother, Ed. Holland. Maumee is 100 per cent now. Let us sing. Walter Cominess has fallen away to a mere 220 pounds. Whitey Shroader is getting his first taste of Toledo's winter. He hails from Port Clinton. Fred Yackee was jockey at a dance given here, and that boy surely draws the crowds.

EDWARD E. DUKESHIRE.

L. U. NO. 259, SALEM, MASS.

Editor:

The end of 1930 is near. To many it may have been prosperous; to others it has dealt harshly.

In our scheme of things it is with hope and promise that, as the old year dies, we look forward to the new. "Hope springs eternal in the human breast," and as the years fall behind we see our mistakes, our failures; those things overlooked or undone, which tend towards human happiness and contentment.

With the ringing of bells and blowing of horns the old year, aged, tired, feeble and worn out, wearily departs, taking with him all that the past represents; the new year is ushered in, with all the innocence of childhood, young, strong, healthy and vibrantly active with the prospects of unknown fields to conquer, bringing with him, as his predecessor did before, renewed faith and courage.

Our future is measured by the mistakes of our past. Fools laugh at their own, and

others', mistakes; the wise men benefit and profit by them. Some of the great discoveries and inventions were by mistakes. The best of men are liable to them, but they become better because of them, not just in spite of them.

Advice is often given to forget the past, but should we? We learn by experience and experience we know is a hard and uncompromising master. To forget the past would be to lose the best in the future. By nature we are endowed with memory; unfortunate are they who by misfortune lose it. Those who were blessed with a happy childhood try to pass it on to those who follow. Those whose memories of childhood are but bitter disillusionments will strive to better and make happy the lives of those who live after them. The bitterness of poverty, death, shattered hopes, and dismal failures should never be forgotten, for with them we mould and pattern the stepping stones to a better life.

It is said by some that if one could travel fast enough through space, he could pass himself of earlier years. We would never care for that, it would be traveling backward.

So in this month may we wish you all a Merry Christmas and a Happy New Year.

J. FLYNN.

L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

The state elections of 1930 have now passed into history, and judging from the returns available at this time in most of the states throughout the country, the reactionary standpoint crowd have nothing to crow over or boast of. In fact, in many localities, quite a number of their candidates suffered defeat and generally throughout the country they lost more or less ground, which facts are unproductive of regrets in the ranks of the labor movement.

In the state of Minnesota, while the results of the election are not all that might be wished for, still we have very little reason for repining and considerable grounds for rejoicing. The great outstanding victory was in the gubernatorial race where the Farmer-Labor candidate, Floyd B. Olson, swept into office with a probable majority of about 125,000 over his Republican opponent, Chase, who was the candidate of the anti-labor element. The Farmer-Labor party, I believe, was also successful in electing their candidate to the lieutenant-governor's office, though by only a narrow margin. There was some talk of the Republican candidate contesting this office, but I believe that Mr. Ahren's majority is substantial enough to deter any move of this kind.

While the Farmer-Labor party, as far as my information goes, were unable to increase their representation at the national capitol or to any very material extent in the State legislature, still there were several good men elected of either independent or old party complexion who are not at all unfriendly to organized labor. For instance, the Senatorial race is a case in point; where Senator Thomas Schall, Republican, who was endorsed by the American Federation of Labor, was returned to the United States Senate, thereby defeating Einer Hoidale, Democrat (his most formidable opponent), who had all the earmarks of a real anti-labor candidate, as he was backed by the reactionary Minneapolis Journal as well as a considerable bulk of the reactionary, standpat gang, including the open shoppers.

As I have said, in the state legislature, labor was able to do a little better than hold their own, making a few slight gains. In the county election we lost one labor man on the board of commissioners—George Mallon. However, this was some-

what compensated for, at least to the members of Local No. 292, by the fact that we were able to return to the board of county commissioners Brother Guy Alexander, our financial secretary, by a very respectable majority. Another very encouraging feature of the county vote was the fact that the referendum for the old age pension undoubtedly carried, though the confirmation of this will await the official count as it required a majority of all votes cast to carry the measure. Perhaps a little explanation regarding this would be pertinent here.

The Minnesota old age pension law is rather of a peculiar nature. As I understand it, it leaves the matter of putting the measure in operation to the county or counties in which it is to become effective, and it does it in this way; the board of county commissioners are empowered to submit to a referendum, to the voters of the county, the question of adopting the old age pension, as provided for in the state law, but the use of this power is optional with the board of county commissioners, and parenthetically, I may say right here that in this county, Brother Alexander was one of the major factors in securing for the citizens of Hennepin County the opportunity to adopt this measure, through influencing the other members of the board to submit the referendum to the people. The application and enforcement of the measure are covered by the provisions of the state law, only the adoption being optional with the counties. I believe the law provides for a compensation of \$1 per day for citizens of the county who have reached or passed the age of 70 years. Not so good as it might be, I will admit, but we hope to amend the state law later on to raise the compensation and lower the age limit.

So much for political matters. Now there is another matter that I wish to mention at this time, and that is what we are trying to do to solve the problem of taking care of our out-of-work members. Along this line we have amended our by-laws to provide for a fund to be known as the per capita fund, out of which the per capita tax to the International Office of those unable to pay it themselves is to be paid. This fund is to be raised by the levying of an assessment of \$1 per member per month until such time as the fund shall reach the amount of \$600, and it is further provided that at any time that the fund shall fall below \$500, that the financial secretary shall assess the membership in the sum of 50 cents per month per member until the fund shall again reach \$600, and in the event that the fund shall fall below \$250, the financial secretary shall so notify the local at the next meeting and request that a vote be taken on the levying of a \$1 assessment for a period sufficient to raise the fund to the sum of \$600.

The recipients of benefits from this fund must submit their cases to the executive board who shall pass upon them, but an appeal from their decision may be taken to the floor of the local.

In connection with this fund and the administration thereof, is to be established a card questionnaire, whereby the amount of time worked by each member may be readily determined, i. e., each member is furnished with a card upon which he is to record the amount of time he worked that week and where and at what kind of work and the amount of pay received. Any member failing to fill out his card for that week will be considered to have gotten in full time at the scale.

It is the duty of the executive board to examine carefully into each case and make allowances for any special conditions, that

in their estimation, have a vital bearing on that particular case. The plan has received the sanction of the International Office and will be put into operation in the immediate future.

W. WAPLES.

L. U. NO. 333, PORTLAND, MAINE

THE STORM OF '29

It was a Merry Christmas throng
That filled our busy streets,
And little hearts were gladdened
With the sight of toys and sweets,
And a million lights gave gladness
To the whiteness of the snow,
Which had but lately fallen,
And set all cheeks and hearts aglow.

Then as the winter's night grew on,
A heavy mist came from the sea,
And with the coolness of the air
Made every shrub a Christmas tree.
No lovelier sight could one behold,
If it were not our greatest foe,
For, oh! the beauty of it all
As on the ice the sun did glow.

No gentle breeze disturbed the air,
As to the trees the crystals clung,
Department heads had gathered round,
And soon all workmen's phone bells rung!
For each was waiting for that call,
The call to arms, to old and young,
That one word "Service" taught to all,
As lower and lower, the branches hung.

Oh, pray but for a warming rain,
That drooping limbs no lower go,
But were our prayers misunderstood?
For instead of rain, came dreaded snow.
And those tall elms, those graceful trees,
For which our city was renowned,
Could not withstand the extra weight,
As they came crashing to the ground.

Men like an army 'fore its foe,
For all departments were as one,
United fought that dreadful storm,
Both day and night, from sun to sun.
Then came the rain which also froze,
And trees and wires came falling down,
And men were called from far and near,
And crews came up from Boston town.

Our beautiful city looked forlorn,
No lights, no heat, no phone, no cars,
As trees and wires lay all around,
While from above shown glistening stars.
"Safety First" the word was given,
As to their tasks the crews were sent,
Thanks to the guiding hand of Heaven,
There was in all no accident.

When dangerous wires were laid away,
By crews who worked both day and night,
Then it was that orders came,
"To all our homes give first the light."
For was it not glad Christmas time,
Which means so much to you and me,
That little children yet may have
Gay lights upon their Christmas tree?

Sad stories will the storm relate.
A father called up o'er the phone:
"Can you not give me lights tonight?
My son lies dead here in my home."
The men had then all been dismissed,
For they had worked till late that night,
But on hearing that appeal for need
They gave that saddened home its light.

The crews united went to work,
To fight that ice and rain and snow,
Until thrice 10,000 homes
Again had seen their lights aglow,
For only being in service trained
Their watchword was "Keep up the fight."
But they won out with ice and snow,
And gave those homes again their light.

JOHN J. McLEOD,
Station Operator.

L. U. NO. 339, FORT WILLIAM, ONT., CAN.

Editor:

Seeing I did not have a letter in last month's issue of the JOURNAL I suppose I must make up for lost time and write a little longer letter.

Things are about the same in Fort William and Port Arthur, not very much doing, but I am glad to say that all our members are employed; some on short time, it is true, but all working. The employment situation, generally, is not good but no worse than other places.

We hear every day about schemes and projects to relieve unemployment but nothing about prevention, which is better than cure. Of all of the learned persons and groups that have come forward to tell us what should be done about unemployment, no wisdom to speak of has come from any source except the trade union movement. Others have talked about public works and planned employment to be released upon the approach of danger. But these things are not preventive, though in a sense they may be cures.

What organized labor demands and knows how to bring about is a prevention of unemployment. Unemployment can be prevented by a proper relation of wages and hours of labor to the constantly-increasing output of our industrial organization. There is nothing else that can ever remotely approach prevention. Politicians, looking for votes and fearing to offend the powers that be, will come slowly to realize that prosperity cannot be made permanent by passing laws. Wage earners will come slowly, for many reasons, to understand that we shall get real prevention only when enough are organized to bring into industry generally an effective voice.

But in due time the lesson will be learned, because depressions that must get worse as time passes will so generate the will to find a way out and that way will be found.

Now another important question that has been before our local union. A proposed pension and insurance scheme. This particular policy is one operated in conjunction between the Hydro-Electric Power Commission of Ontario and municipalities supplied with electrical power by the above commission. This pension policy has been in operation in a number of municipalities in eastern Ontario and is quite popular. A brief summary is as follows: There is deducted from all employees salaries at least 2 per cent, according to age, to which the municipality or commission contributes 5 per cent. This is agreed upon for 25 years or whatever time is stated and at a certain set age the employee receives a pension in accordance to whatever he has contributed. In case of death his dependents receive equivalent to one year's salary and whatever money he has paid in. In case of leaving the employ of the hydro or municipality he receives what he has paid in. This is the whole thing in a nut shell. We had a visit from one of our hydro electric commissioners, Ald. J. R. Pattison, who introduced the above scheme. Alderman Pattison has always been a very staunch friend of labor and was a member of Fort William council for a number of years. In fact, he is always to be found in the forefront of any interests which affect labor, always ready to give the helping hand. I would like to say here that if it were not for Alderman Pattison, we would not have had any information of the above scheme.

Some fellows may think that they cannot afford it, but it behooves every man to think ahead. According to insurance statistics the majority of men at the age of 65 are dependent on others for support. The above scheme is well worth careful consideration

from all of us and with the pension from the union and this pension scheme we should be in a very comfortable way when our working days are ended, instead of being in need.

E. F. PRICE.

MIAMI LABOR HAS OFFICIAL SANTA CLAUS

Brother Hansen, of L. U. No. 349, Sees That Every Child Is Remembered

By R. H. COLVIN

Editor:

Oh, yes; Local Union No. 349 has an official Santa Claus. This was brought about by the boom bursting in 1926. During the boom everybody played Santa in a very generous fashion, as some good traveling Brothers well remember. But in 1926 times changed very much for the worse. The worst hurricane in history had just ruined us,



the boom was gone, and it just looked as if there wasn't to be any Santa Claus that year. It was at this point Brother Hansen spoke up and said that although he had had his journeyman's card five years, he still believed in Santa Claus, and that he did not want to see a single family or child of a member of L. U. No. 349 overlooked by old Saint Nick. As a result Brother Hansen was chairman of a committee to investigate and report. This was promptly done, and a list of toys or presents desired was obtained. In this case the local union voted the amount necessary to pay all bills and every member and his family had a Merry Christmas in 1926.

This only strengthened Brother Hansen's faith in Santa, so in 1927, 1928 and 1929 he was appointed Local Union No. 349's official Santa Claus. In order to do a good job, he has confined his efforts to families of L. U. No. 349. But other crafts and the building trades council have tried to follow our example and have done some good work. As times became worse, Brother Hansen's load became heavier and he had to resort to other means to finance the cause, yet he never fails. The local union does the best they can. If short, we pass the hat, and then if short—well, Hansen gets it, that's all. I positively know that this one thing has kept several members from dropping their cards (don't misunderstand—they were not working at the trade). But with a Santa Claus and sick and accident, as well as life insur-

ance, they just feel that they must keep up their standing in the I. B. E. W.

The writer has been in northern locals where the building trades council has done splendid work among its members, but we feel that to get the best and most direct results, it should be a local union proposition, and we feel that it would be a good thing for every local in the Brotherhood to get behind such a movement, if they are not already doing so. Things are very different in L. U. No. 349 than in northern locals. You must remember that from March to December is our winter. In other words, we work from December to March (when there is any work), and then fish till December. So our Christmas comes at a time when we are just beginning to work, and it takes some tall figuring to see that old Santa Claus does not miss some one. Another strange thing is that old Santa Claus leaves his sled and reindeer somewhere in the north, and uses a motor boat to come to Miami. There are always hundreds of children at the docks to welcome him and to see him unload his presents.

We generally give groceries or good, substantial presents, and, of course, some dolls for the small girls.

L. U. NO. 352, LANSING, MICH.

Editor:

Brother M. J. Boyle was in town last week and had a splendid meeting. We were very glad he came and hope he may return again soon.

Unfortunately we conducted a losing campaign here in mayoralty race, but we showed the people of Lansing that organized labor is still alive by running a new man up to third place and hope next time to win out entirely.

Several of the local boys are in the north hunting deer, some more are going but as yet I haven't heard of any of them throwing their guns away and running one down. The hunting tales will be told too late for this issue.

I notice Brother Broach's comment on doing away with the 1931 International convention until 1933 and using the expense money for other purposes and I heartily agree with him in this time of depression.

The automobile factories in this city are giving the men a very poor break. The writer noticed an article given out by the president of General Motors in the daily paper that they had not cut the wages, but by talking with some of the employees working in their plants at starvation wages you can easily see the difference.

The factory work in this town seems to average three days a week now.

U. R. BUMFORD.

L. U. NO. 353, TORONTO, ONT., CAN.

Editor:

Here's a breezy good morning from "Our Lady of the Snows". This is the coldest day to date this fall.

We had a big meeting last night, very orderly conducted, but with enough pep to keep the boys in their places until 10:45.

The auditors pronounced our accounts and books O. K. and that gives Cecil and me a breather for another three months.

The entertainment committee reported on the recent euchre and dance. Financially there was a small deficit, but since we had the best night in the history of this Brotherhood no one will complain about that.

We had the best orchestra in town, a fine turnout and everyone made merry until 1 a. m. At 9:30 we went on the air over Station CFCA with some orchestra music and Brothers Sam Genise and Jack Reid sang a number of vocal selections which were greatly appreciated by those at the

dance as well as thousands of radio listeners.

Encouraged by the splendid response to the call to this annual euchre and dance the local has since decided to put over a big Christmas tree night for the kiddies of members of Local No. 353. That's going to be a lot of work but with Jack Nutland, Cecil Shaw and Joe Godden leading the parade it looks like a big night soon.

Brother Percy Eversfield is going to take a crack at the aldermanic honors in the civic elections. Here's where all the boys who own cars can do something toward cleaning up the exhibition and other civic electric jobs by getting out on election day and electing Brother Eversfield and other local friends of labor to places in the city council.

We notice that Brother Irvin Knott thinks it best to postpone next year's convention and wait for better times. We in Toronto are anxious to be hosts to our friends in the electrical industry but if the big boys of the Brotherhood are going into this thing halfheartedly why they might just as well call it off right now.

We want the convention and we want it badly, but we do not want to be a part of any fizzle. I think our president struck the right chord when he said that the elections necessitate the calling of this convention.

I had a nice big panoramic picture of the staff at the Canada Life job but I neglected sending it along in time for this issue. It will be more appreciated next time.

We are making a determined effort to get the five-day or 40-hour week legislation. We have quite a few men out of work and it is imperative that we do something for these boys. If the contractors can't help us I suppose we will have to do it ourselves.

So long, and to all of you a Merry Christmas from Local No. 353, Toronto.

FRANK J. SELKE.

L. U. NO. 409, WINNIPEG, CANADA

Editor:

At our regular meeting October 2, we had a good turnout, all ready to fire questions at Brother McGlogan, who was scheduled to address us on the aims, objects, and advantages of the regional council, and explain the details of the new constitution.

Unfortunately Brother McGlogan had business elsewhere which prevented him from reaching Winnipeg on time. However, not wishing to disappoint us a second time—he was to have spoken to us last June at our monthly meeting during the convention week—he sent a very capable man in the person of Brother J. J. Duffy, International Organizer, as his representative.

Business of the local occupied us for over two hours and as Brother Duffy expressed it, it gave him a good excuse for being brief. Brief as he was he handled his subject in a very masterful way. After a good 30 minutes' talk he invited his hearers to ask him questions. Here is where he let himself in for a warm time.

It kept the chairman busy keeping tab on who should have the floor. Many questions were asked pertaining to the regional council which were answered satisfactorily, and cleared up points which were merely vague ideas beforehand.

The regional council is operating, Brothers. Two livewires are looking after our interests, to wit: Brothers McIntosh and McEwan, who will keep us in touch with all business activities from coast to coast.

The few cents' increase on our dues after the New Year will be negligible to the

value received for the services of these two representatives.

The time left to them to speak was unfortunately too short, but they made it understood that we had the privilege of "calling them to book" if they fell down on the job which procedure I doubt will ever be needed.

R. GANT.

L. U. NO. 481, INDIANAPOLIS, IND.

Editor:

The election is over and I hope that labor's vote has supported the man that will represent them in their various localities. If men only stop to think before voting and place their vote where it does the most good; that, I believe, they have done.

We wonder, now that the element of prohibition has received its jolt, if it will not clear the way for unemployment relief by releasing millions for the construction of breweries and the purchase of grains for the manufacturing of our well-known beverage. This will bring money to the farmer and the tradesman and start the wheels of industry in the right direction. All of us have infinite faith in this great country and the great minds controlling its destinies.

We should like to be in a position to greet the traveling Brother and give him a couple of days to help him along and to smooth his path. Several have been in to see us lately and found plenty of company to while away the hours. I can't but believe the estimates of unemployed are low if the complexion of our local is the reflection of conditions over the country.

Let us pull up our belts and share with our Brothers that which is to be had. There are better days coming.

LOCAL NO. 481.

L. U. NO. 502, SAINT JOHN, N. B.

Editor:

After a rather slack season in the trades, prospects are much brighter and before long it is hoped that all union men will be employed. Several jobs are under way and contracts let and it looks as if the year 1931 will be one of the best for some time.

The new Canadian National railway station has started breaking ground. This job is estimated to cost half a million. The public hospital is speeding on to completion of outside walls before the snow flies. Had the pleasure of talking to the superintendent on the job, Mr. Duncan, of the Canadian Comstock Company of Montreal, and he reports fine progress and is well satisfied with labor conditions in the city. The New Brunswick Museum has also broken ground. This is another \$500,000 job that is being erected, jointly, by the Province of New Brunswick and the City of Saint John. This job has been awarded local contractors—the Webb Electric Company. But I understand that for this year only the foundations are to be laid. Therefore, as far as the electrical trade is concerned, we will not benefit this year. The New Brunswick government is also erecting a new fertilizer shed in West Saint John with the prospect of another in the near future. This job is estimated at \$400,000. Another shed of similar type is also started, this one being erected by a firm from the state of Maine.

So for the year 1931 we are turning our faces to a new era of prosperity and believe me when I say "we will appreciate it," for though the year 1930 has been good to our local union we can stand a lot more of the good things that can be had when all hands are employed.

We have great hopes of ultimate success in a thing that we have been striving for a long time, namely, the passing of the new

electrical inspection and licensing of electricians for the Province of New Brunswick. We have had only the city inspection in force in the past. So if our efforts are rewarded we have to thank the code committee of the Engineering Association of Canada, whose untiring efforts have materially advanced our cause. This body has just finished a two-day conference in this city. It was comprised of four committees from the Provinces of Quebec, New Brunswick, Ontario and Nova Scotia. Representing the New Brunswick government is Colonel W. H. Harrison, who seemed very favorably impressed with this idea.

I would like to send my respects to the press representative of the Montreal union and if he should cross paths with two old pals of mine, would he give them my regards. These two men are working, I believe, in his vicinity. They are Brothers Robert Preston and Fred Stone.

We have our new vocational school class for our journeymen. This is presided over by James Bower and is indeed in good hands. I hope the attendance will keep up, but I am rather afraid the boys down this way don't take very kindly to learning. The apprentices are being coached along by none other than our esteemed Brother, James Mugridge and he reports fine progress. So when this and that are taken into consideration, with the depression that is universal, we thank the Gods that we are weathering the storm. And my wish that goes with my closing is that "all is well with Brother unions." And that's that.

ROBERT F. JONES.

L. U. NO. 549, HUNTINGTON, W. VA.

Editor:

Having been so rash as to ask why Local Union No. 549 never had an article in the JOURNAL, our president, big-heartedly, conferred on me the position of press secretary.

The prevalent depression has made no exception of Huntington. Many of the boys are off. The rest of us are not at all certain that the first of the year will find us with jobs.

Due largely to the capable efforts and watchfulness of our president, Brother Frank Smallwood, our agreement with the railroad company is being enforced.

It is constantly stated in communications from other locals that less bickering and argumentativeness on the part of some few

and better co-operation from all makes for a better local. Some of the Brothers in Local Union No. 549 would help a lot if they would take that advice to heart. This type usually ask the most for themselves and do the least.

Election day is now a thing of the past and labor made herself felt in many states. A notable instance was in this state where M. M. Neely, whose record shows him pro-labor, over James E. Jones, well-known "yellow dog" man for the United States Senate. In this instance Neely won by the largest majority ever given for the Senatorship in West Virginia.

"Coming events cast their shadow" is a slogan widely printed nowadays. It is not too early nor is it too late for labor to prepare for the election two years off. A higher office than Senator will be open then. Why not —?

More anon.

J. W. GRAYBILL.

L. U. NO. 561, MONTREAL, QUE., CANADA

Editor:

From what I hear it has been quite a long time since the WORKER has had a letter from our local. This being my first attempt at sending in a letter I hope that it meets with approval.

As far as local news is concerned, all that I can say is that we are all in the land of the living, and looking forward to a more prosperous year, when everybody will be working and enjoying themselves instead of walking the streets looking for work.

We have had no fewer than six marriages during the last six months and it certainly is amusing watching the newlyweds at work each morning. They always appear on time with their heavy underwear, and wondering why they are wearing it.

"BUD" ELLIOT.

L. U. NO. 567, PORTLAND, MAINE

Editor:

Recent census tabulations, statistics and editorials have advised us that unemployment conditions in Maine are not as severe as the standard of other states, all of which does not necessarily indicate we are riding prosperity but rather, from the viewpoint of the electrician, we are educated to similar conditions each winter.

Every winter it is as cold, work is as scarce, the pay envelope shrinks and the



ST. JOHN PUBLIC HOSPITAL, MONTREAL

Electrical work done by members of L. U. No. 502 under the supervision of O. Duncan, for the Canadian Comstock Electrical Company.

whole building trades fraternity afflicted with the necessity of relying on the tempting proffers of a genuine snowball diet and it wouldn't take much argument to convince them that this country-wide unemployment casualty is but a normal winter condition with them, so there is no reason why we should add our Calamity Jane attitude to the general disturbance.

So we will be optimistic on this occasion, and as a further contention that Maine is sitting pretty (if you could find a job in the state), I am offering for anyone's consideration, extracts from an editorial appearing in the Portland Evening Express of November 25, entitled "Maine Mills Prosper":

"Walter S. Wyman, president of the Central Maine Power Company, conveyed some interesting information to the members of the New England Council on Friday when he told them that one of the textile mills in Lewiston taken over by the interests that he represents had been making a profit during the last two months and that he expected the four other mills that the company is resuscitating would soon be doing likewise. The mill that is now on a paying basis is the old Androscoggin, which the owners two years ago were preparing to dismantle. The scrapping of this factory in Lewiston would have meant that hundreds would have to seek employment elsewhere and not be able to find it at that in all cases. Also it would have meant a serious setback to the prosperity of Maine's largest textile city.

"Telling of the prosperity of this new property of the power company, Mr. Wyman also told how it was done. The owners scrapped the 50-year-old machinery that was in the mill and hired a man to run it who knew how. It took capital to do this which is where the interests that Mr. Wyman represents came in. But it also took modern ideas and modern methods which the management proceeded to employ. If five decadent Maine mills can be restored in this manner it stands to reason that in the same fashion other New England industries may be saved."

Incidentally, Mr. Walter S. Wyman is a capable executive of the extensive Insull capital invested in Maine and where capital is an issue he is 100 per cent efficient. He has been elected president of banks and corporations galore and since there have been more of these offices thrust upon him than he could possibly devote time to they have apparently overcome this trivial matter by forming bank mergers and putting him behind the wheel.

Of course, there can be no question of his ability in any field of endeavor he has promoted in Maine, yet so far as his popularity among the organized workers is concerned, no one has erected a monument, his praises remain unsung and his achievements accepted as a bargain at the price he pays for his hired help on construction and maintenance.
M. M. MCKENNEY.

L. U. NO. 574, BREMERTON, WASH.

Editor:

We have a snappy local in this town. We meet on the second and fourth Tuesdays at 8 p. m. in the Labor Temple. All Brothers are welcome.

We like the new constitution and think it is a great asset for the Brotherhood. Tomorrow night we will discuss the constitution so the Brothers will be more familiar with it.

This town of Bremerton is 100 per cent union. Us boys practice, think, work, eat and sleep union, and the electrical shop in the navy yard is around 80 per cent union.

We have taken in four good journeymen in the last month and when the initiation was put on our good president needed no

ritual; it's just a habit. And for attendance we have no rules or fines but we get there just the same with an average of about one-third of the membership, with blood in their eyes, to get in first. Yes, we have a jack pot, 10 cents a customer; the boys love to take a chance. We are all set for a big time and it is going to pay for itself with no expense to the local. We will let you know in the next letter.

The Louisville is about completed. We will be sorry to see her go. She was a good job and both leading men or supervisors—Brothers Van Rossner and Doming—are 100 per cent union and their jobs show it.

The Astoria will be laid down next spring. Work here is fair, everybody happy and no hammers lying around.

Our city election comes up November 1 and I am confident all persons elected will be favorable to organized labor.

THE SCRIBE.

L. U. NO. 700, MIAMI, ARIZ.

Editor:

Just a few lines from the baby local union in the baby state. Our local union was organized by International Representative F. W. McCabe, starting off with 23 members. It took lots of hard work to get started and we have had quite a fight and we expect more fight but the hardest part is over, we believe, and we expect to have one of the best local unions in this part of the country. Just watch us grow.

We wish to thank Brother McCabe for what he has done for us. Brother McCabe has worked day and night to get Local Union No. 700 started and on its feet, and we are going to show him and the I. B. E. W. that his labors did not go for naught.

The officers of Local Union No. 700 are: President, Charles Foxx; vice president, Lee Sattro; recording secretary, George Backues; financial secretary, Arthur O'Leary; press secretary, Edson R. Packer, myself.

I might add that so far we have had some encouragement from the business men of our two towns and in the way of outside encouragement Brother Thomas Barret, president of Local Union No. 640, Phoenix, Ariz., was present at our meeting for the election and installation of officers and he was a great help in getting us on our way.

Before closing I want to say that our locality is in the dumps, the same as the rest of the country, but we hope that in the near future we can make it a better place to work and live in.

E. R. PACKER.

L. U. NO. 713, CHICAGO, ILL.

Editor:

It has been surprising to read and also hear the comments on the revised constitution. Brother Irwin (Boscoe) Knott had a very interesting suggestion in his communication in the last issue of the JOURNAL, especially coming at this time. No doubt the convention and the election of International Officers came to the attention of the committee when they were in session revising the constitution and should have been taken care of at that time. As they did not, and believing I am not in the minority in thinking the revised constitution and new International Officers have not been given the necessary time; and if the majority of the Brotherhood believes it is not necessary to have a convention in 1931, why not try Article 30, Sec. 1, of the constitution, and make use of the referendum? In this way we would not alone save money and time for the Brotherhood, but also for the various local unions.

I suppose it is not necessary for me to

state the unemployment situation here in Chicago, as the daily press has given plenty of space to this matter as it is not a local situation. Our out of work list is constantly growing larger, and the local has not the funds nor have we started any machinery at this time to take care of the members out of work or in need of financial assistance, due to the fact that our main companies have been assessing their employees to aid the unemployed and needy of their respective institutions.

No doubt the members of the Brotherhood have heard through their various central bodies of the placing of the Grisby-Grunow Company, the makers of the Majestic radio and under the name of The Household Utilities Company, the Majestic refrigerators, on our "Do not patronize" list, by the Metal Trades Council and the Chicago Federation of Labor, with both of which Local No. 713 is affiliated. The American Federation of Labor at their convention took this matter up and referred it to President Green for adjustment. So, Brothers, govern yourselves accordingly.

All about us we are hearing of organizing drives on the unorganized, especially in the newer fields of industry. I, as a shopman, cannot help but wonder when the time will come when the basic branches of the electrical industry will be organized. We are still putting union labels on the amount of electrical apparatus that members of Local No. 713 manufacture, but I am sorry to state the demand for them has become smaller and smaller. If we could only have some way of creating a demand for labels of the Brotherhood we would not only create more work for our members but also get more members for the International body.

In closing, I wish all a Merry Christmas and a Happy and Prosperous New Year.

JOHN A. JACKSON.

L. U. NO. 734, NORFOLK, VA.

Editor:

Lankford, endorsed by labor, returns to Congress and his opponent, who, during his eight years in the House of Representatives, maintained an attitude of hostility toward labor, was decisively defeated despite the fact that the heavy artillery of the state Democratic party invaded the second district and pleaded for party loyalty.

That a Republican candidate was elected in a predominantly Democratic district shows that the voters are learning to make independent selections and all labor should find encouragement in the knowledge that in a local of about 170 members only two are known to have voted against the best interests of labor.

In an editorial on November 5 the Norfolk Ledger Dispatch (Democrat) explained the situation in one sentence thus: "The second district has not gone Republican again; it has gone Lankford again."

The Danville textile strike is still in effect with no sign of weakening among the strikers, who state they will hold out as long as financial assistance continues. Nearly all the local bodies have contributed to this cause. Our local made an initial donation of \$25 with a monthly contribution of \$5 for the duration of the strike. In addition the individual members of this local are making weekly subscriptions totaling about \$30. The average contribution is 25 cents and one member contributes \$2 weekly. All contributions are delivered to the strikers in full, not one penny being deducted in handling. Other contributions are being received from all parts of the nation and because of the importance of this strike every organization in the country should contribute not once but every week, for if this strike is successful it will organize the south.

Why not give us some publicity on this case? Local No. 80 has lost its press secretary. Al Spaulding has delivered his traveler to Local No. 734. SAUVAN.

L. U. NO. 773, WINDSOR, ONT., CAN. Editor:

The great evil of unemployment is with us. We have referred to it in the past as a spectre, something that was likely to overtake us. It has taken over, and like every other obstacle that has obstructed the progress of man, it will not disappear of its own accord. It is not visiting us like a comet for a season, and yet so many of us seem apathetic and are content to exist in its presence hoping for good times.

These conditions were created by men whom we have seen fit to call leaders of our system of living. The appalling misery of our fellowmen which is being daily aggravated, is just a by-product of the machine which grinds out the goods of the earth to a few. And in the midst of this human anguish they lay on the whip and try to break workmen's organizations to the end that wages may be even further reduced.

Unions have been attacked on the grounds of restraint of trade and of individual contract. Today the farmer has no market for his grains, vegetables, and fruits. The factories have no market for their automobiles, furniture, etc. Does the farmer not desire any of these manufactured products and the workman who helped make them not desire any more foodstuffs? We know both parties not only desire them but urgently need them. Who then is holding the restraining hand? Certainly not the workers who are only too glad to be allowed to go on producing the things that make living more comfortable and pleasant.

These goods are stored in elevators and warehouses and belong to a very few men in comparison to the number who produced them. They own by right of having paid each individual cash value for his share. Let us consider the phrase "cash value." Value is the power which one piece of goods has in commanding other goods in exchange for itself. Yet when all the producers return their portion of money to the combine in return for different articles than they themselves produced, what is the result? Their pay is returned to this small group of men who produce nothing themselves, and the total goods they receive in return is only a small portion of the original production. Either these men have not given honest value (wages) in buying the goods or they demand more wages than the goods are worth in their resale. Whether it is one or the other or a combination of both it is the direct cause of money being drawn to one center and more goods being produced than the producer is allowed to use.

The worker's wage is not honest value for what he contributes to society. Organized labor has been able to demand a fairer share because where there is unity there is strength. However, this writer believes that union wages can only exceed that of open shop in any community to a certain point. Above that point we, as organized labor men with data and comparison of living conditions must help the average worker to see the true facts, and by helping him better his condition we will assist ourselves.

When candidates for public office come out on a labor platform and we believe it to be genuine, let us work to give them the backing of all labor, not just organized labor. And when legislation for the worker begins to be a reality we will find many good men in the ranks of organized labor, who today dare not act the truth on penalty of losing their jobs and being blacklisted. This is not for locals as a whole but for each individual

member to be a business agent for better working conditions and thereby creating work.
EDWIN G. DAVIS.

L. U. NO. 817, NEW YORK CITY

Editor:

This local union adopted a new code of by-laws at the last meeting, which will be printed and distributed amongst the membership, and we are grateful to International Vice President McGlogan and International Representative Westgard for their suggestions and assistance in drafting a simple and clear code for governing the affairs of this local union. The new code provides for an increase in dues to \$3.50 per month in order to meet the increased per capita to the system council, as provided in the revised constitution of July, 1930. Another important by-law provides that all grievances submitted to the local union by members shall be handled by the executive board, thus removing from the meeting floor the open discussion of grievances with the consequent consumption of time, and in some cases prolonged heated arguments. The consensus of opinion amongst the members is that the by-law committee, which consisted of Brothers McCullough, Fee, Heidl and Collins, did a good job in framing the new code.

A new membership campaign has been launched by Local Union No. 817 to increase its membership, and valuable prizes have been offered to those members who obtain the most applications for membership. The members of Local Union No. 817 are grateful for the assistance which is being rendered by Brother Westgard, who is visiting the various points on the New York Central Lines around New York to explain to non-union men the advantages of the I. B. E. W. and that their interests and bread and butter should align them with this local.

The membership of this local union has sustained with regret a small number of Brothers being laid off, and efforts are being made by Brothers Westgard, Fee, McCullough, Driscoll and other Brothers who are still employed to replace the laid-off Brothers in jobs, where they will be "in out of the rain" until business conditions change for the better on railroads terminating in New York. Membership in a labor union is one of the best places in the world to study human nature in all its phases, and we have one courageous Brother of long standing who raised his sword of indignation and "smote the enemy", and in so doing cut himself off from his job, and now who can say that valor is dead! Let us all learn that cool judgment is the better part of valor in hard times like these through which we are passing.

Brother President Broach, under the caption, "Leaders," in the October WORKER, warns against the fluent orator who can sway men by "talk" and thus hide his weaknesses of inaction and lack of integrity. Lincoln, in a story he used to tell, likened many men to a certain Mississippi River steamboat, which had such a large whistle that every time the whistle was blown the engine stopped; and the moral is: less oratory and more action, more and better trained electricians. It is a well-known fact that there are more and better trained electricians in the I. B. E. W. than there are to be found anywhere in the world. Good men who learned their trade in the "University of Hard Knocks", educated to work under all sorts of conditions, in all sorts of places, at all times of the day and night, and whose future is unlimited in a constantly expanding industry.

The Delinquent Member

The delinquent member and Brother we still have with us, and as "procrastination is the thief of time" so is procrastination in paying dues the thief who steals many a member's years of standing in the Brotherhood, his insurance for the benefit of his family, all other benefits, and a possible pension at 65 years of age. Many members do not appreciate the fact that the three months' grace allowed for the maintenance of good standing is only to be used as a margin to tide over an emergency, whereas, if this margin is wiped out, an emergency at once becomes acute, and drastic measures must be taken to save one's standing under the constitution. Officers and members who assume the responsibility of accepting funds to pay another Brother's dues, should remember that failure to transmit the dues collected to the financial secretary as promptly as possible, may endanger the standing, insurance and all other benefits under the constitution of the Brother-member, and that such officer or member as a dues collector can be made to face serious charges for such delinquency.

W. A. CRAFT.

L. U. NO. 854, BUFFALO, N. Y.

Editor:

Another month gone and winter with its ice and snow so much closer to our doorstep. Not much news here in Buffalo at this time. Most of the boys are working, some on short time.

Just want to say the local is running a dance on November 19, all invited. At our last regular meeting Brother McCullough was present. We also had three unexpected distinguished guests from Cleveland in the persons of Brothers L. A. Berg, J. De Paul and R. W. Blake, of Local No. 912. We also had that mysterious Mr. McGonagle at our meeting. Just want to say the boys from Cleveland are real fellows. Come again. The committee saw the boys to their train at the Buffalo terminal after a very successful evening of singing and so on, with Mr. McGonagle leading the songs, in front of the terminal at midnight. The next day the boys went fox hunting and returned with nine pheasants, after a very moist trip afield.

I am sorry to say that Brother George Ledwin, our financial secretary, is on the sick list. A speedy recovery, George.

W. H. HELWIG.

L. U. NO. 912, COLLINWOOD, OHIO

Editor:

Railroad Local No. 912, of Collinwood, Ohio, breaks into print once more. We are approaching the close of one of the most fruitful years this local has ever experienced. Everybody has put their shoulder to the wheel. We have had no factions and with new blood in our executive board and our able president, Brother L. A. Berg, at the helm we hope to continue the good work until election, next June.

At this time of the year everyone is trying to give praise for whatever success or happiness he has had during the year and hoping that the coming year will bring improved conditions for everyone. We railroad locals on organized roads should realize at this time the benefits we derive from our organization and be thankful we are not forced to submit to the conditions that prevail on the railroads without an agreement. The conditions forced on the non-union employees of a certain company which builds and operates rolling bedrooms, are a fair example.

Organizer J. J. Duffy is with us, and the

way he is lining up the no bills is ample proof that a railroad man, who can talk railroadesque, can soon convince these boys that they need us as much as we need them. Local No. 912 will give him every assistance within their means.

Our by-laws committee have finished their work and will submit the fruits of their labor to the membership before this goes to press. Some of the members of this committee held a little banquet, but, as Brother Criswell claims, the menu is a secret; mum's the word.

Our entertainment committee is discussing ways and means to raise money. One suggestion is to fine Brother Tom Hart if he don't attend meetings more regularly, and Brother Toll a dollar a minute for being late. Yep, that's Vice President B. D. "Long Distance" Toll.

We have passed through our annual community fund fiasco so they can pay for their banquets and pay their open shopper executives salaries.

Financial Secretary Joseph P. DePaul requests the delinquent members to take care of their dues and save their insurance.

BILL BLAKE.

L. U. NO. 1037, WINNIPEG, CAN.

Editor:

Somebody said, many years ago, "It's an ill wind that doesn't blow anybody any good." Old Boreas girded up his loins and blew his icy breath from out the Arctic over Manitoba, accompanied by a heavy rain which froze as it fell, making 45-foot poles into kindling wood, and burying copper and iron wire under a blanket of ice and snow. On Monday morning, November 18, not a toll line was working out of Winnipeg. By night two were in operation. By Wednesday evening order was restored and business went on as usual. How many of the thousands, who cursed the cold morning and the cold half-hour that it took for them to go from a warm home to a comfortable, steam-heated office, gave one single thought to the poor devil of a lineman, wet to the knees in icy water, tearing the ice-covered wires out of ditches and scrubby brush, cutting and splicing, hanging on to ice-covered poles and cross arms, cold and wet and half-frozen, staying with the job till long after dark in a mad effort to restore order out of chaos, that our orderly world might go on in its orderly businesslike way? And those darned linemen get too much money anyway for all the work they do.

Well, to go back to the ill wind I spoke about, work was beginning to slack off a little. This city is no better off than everywhere else. Thousands of unemployed are walking the streets, and that north wind will at least keep some of us busy for a while. The power companies had a few poles broken and one or two wires down but the telephones got it hardest. They had laid off their summer gangs, but this will keep them going for a few days. Don't anybody come here looking for a job, as the present staff only are being employed.

Brother J. L. McBride, our business agent, is feeling pretty cheery these days. He has got the city hydro linemen and cablemen lined up 100 per cent but is meeting with indifferent success with the inside men. Come on, you narrow backs, let us see what sort of stuff you are made of. Make it a real Christmas this year.

Brother Editor, Local No. 1037 wishes to extend to you and yours and the whole Brotherhood a very Merry Christmas and a Happy and Prosperous New Year, and, last but not least, our worthy President, H. H. Broach.

IRVINE.

L. U. NO. 1095, TORONTO, ONT., CAN.

Editor:

There not having previously been any word to the WORKER from L. U. No. 1095 and having the fear that perhaps members in the United States might think this local only existed in the directory, whereas it is located in the city of our next convention, Toronto, Canada, I thought that it might be appropriate to give some of the Brothers to the south, who might be delegated to the convention, some idea of the type of city they will be coming to. The citizens of Toronto think that they have the finest city on the American continent. However, the Brothers from the U. S. will be able to judge of this themselves. Nevertheless, Brothers, we have a nice city with fine natural parks and playgrounds and bathing beaches, also we must not forget our Canadian national exhibition, which will be in full swing in the early part of September. So that for any Brother coming early to the convention it would be worth while visiting as it is the largest permanent exhibition in the world.

There is no lack of hotel accommodations; we have the largest and finest hotel in the British empire, the C. P. R. hotel, Royal York, situated facing the union station, with lots of medium priced hotels.

The writer has in mind another large labor convention that was held here some years ago. I was written to by some of the members who asked me what sort of weather we had here in September and if it would be necessary to bring a fur coat. Evidently they must have thought that Toronto was closer to the Arctic Circle than it is. But I can assure the Brothers that we usually have splendid weather here in September and the Brothers coming from the states to the south have no need to worry that they will need a fur coat.

Well, enough about Toronto or I will be having some of the Brothers thinking that I have got a racket on boosting the city. However, being a C. N. R. man, I naturally think that the best way to travel when you come to Canada is by the C. N. R.

Some few weeks ago our members had the pleasure of meeting with Vice President Brother McGlogan, and International Representative Brother Duffy, who visited us for the purpose of explaining the new constitution. It is inspiring to the membership to have these officers of the organization come and visit us, in our homes as it were, and mingle with us as one of ourselves and give us the benefit of their knowledge and experience. In fact, this letter is inspired by that meeting, as Brother McGlogan told us that he had not seen any letter from our local in the WORKER, and it was time to get busy. So, Brothers, you got to have it whether you like it or not, as it is orders from a superior officer and you know, Brothers, a labor organization can't get anywhere without discipline. We can't all be leaders but we can do our best to follow those whom we have placed in the position of leaders. Not blindly, but with reason, because these leaders do not want a bunch of robots as members, but men who can reason for themselves, and if they believe that their leaders are wrong don't be knockers of the organization. There is a proper remedy—use it.

J. CRETNEY.

L. U. NO. 1154, SANTA MONICA, CALIF.

Editor:

A few notes from the land of lemons, prunes and nuts. As we promenade up and down the silvery shores of the mighty Pacific the Brothers of Local No. 1154 all seem to be in a contented mood, combining

work with their play as we are located in the heart of the mighty playground of the Pacific shores of California, the three combined cities of Venice, Ocean Park and Santa Monica, which are popular all over the United States. With the ocean on one side of us and with a background of the world's most beautiful range of mountains and of canyons and resorts of untold beauty, with an unlimited variety of springs and health resorts all connected with the most modern of highways taking one from 7,000 to 10,000 feet above sea level to the snow-clad peaks and to one of the world's most noted and outstanding observatories on the peaks of Mt. Wilson. The shores of the Pacific are lined with small cities from three to seven miles apart. Below us down the beach four or five miles there is an incorporated city of the fifth or sixth class which was invaded by the great Atlantic & Pacific Tea Company. After they were nicely located they passed out the word that the company would not employ any men over 45 years of age. It seems that this part of the United States is getting pretty well filled up with chain stores which are only working to gain one point: to freeze out the small independent and then monopolize on their own prices. Regardless of a few of their cut rates I still stay by my own independent grocer. The independent grocer today is the only one that stands in the way of the would-be grocery monopoly. Still I have often wondered what would be the results of this great A. & P. Company's earning capacity if every man of 45 years of age or over would refrain from patronizing this company's stores? I think it would only be a fair proposition. But, no, it is just another case where the weakness of man handicaps his equal rights. The men of 45 will not stick together the same as in so many cases in organized labor. The squads will not march in step and their strength gradually ebbs away. Say, for instance, that all men of 45 years of age would boycott this store. They wouldn't be able to feed the cat its morning dish of milk. It might have a tendency to bring them to time and force them to respect the men of the most efficient age mentally.

Dr. J. A. Britton, a Chicago physician, said before the American Medical Association that he believes that the American industry makes a serious mistake in discarding a man when he reaches the age of 45. The doctor says when this is done the 10 years of a man's life in which he attains his maximum efficiency are being thrown away. The age of maximum is attained in the last 10 years from the age of 45 to 55. A man delivers more in judgment, stability and loyalty and in every virtue except muscular agility and muscular power.

It seems that it would be only fair to compel these large trusts and corporations which are financially equal to some of our largest banks to contribute to the old age pension as long as they refuse to give the old men an even break or a chance to toil for what they get. A man buying his home only by his honest days' toil has to pay as much tax as any other, and why throw the support of these helpless but yet willing souls upon the hands of the poor man that has to pay taxes?

A large concern in the city less than a year ago held a meeting of their directors in which the company had stockholders clear up and down the coast, and working on other people's money, at that meeting. The president of the company and the vice president made a talk and their main issue was to weed out the older members of their firm. Three men members or employees of the company had over 20 years to their

credit with the company and seven men had a record of seven to 12 years with the firm. They all had been diligent and faithful toilers for the concern. They had helped the company to build to its present standing of success and wealth. They were practically the brains of that factory's product and always kept the wheels a-turning. Still they must go because they were attaining the age of 45 to 50. There were several members of the firm who spoke during the meeting. One member of the firm spoke in this respect that the older men hoarded their money or rather earnings, and saved a dollar for every dollar that they spent, while employees from the ages 16 to 25 would go out and put their pay check right back in circulation and when Monday morning came they were forced to jig to the company's fiddle.

After they had cleaned house, which took them several months—breaking in a few new employees at a time—they got a whole new force at a lower rate of wage all the way around. Then after they were all set they went on record as pensioning all of their employees of 20 years' service and to make it look big the employee will be retired at the 19th year and receive full pay for the 20th year. After the 20th year he receives his \$50 a month pension as long as he lives. Now here is the joker: a majority of them will never see over 10 years of service with the company.

Is it not better to let the older man save his money as long as he is efficient? They are the ones who are trying to save or pave their way for old age in preference to being forced upon charitable institutions or the taxpayers.

Brother readers, do you not realize that such conditions which take place and exist among the organized trusts and corporations are the ones that are breeding the dissatisfaction among the large majority of the working classes of today? Do you not realize that that is what is making so many of our one-time peaceable workers turn to the communistic class or join the red forces? This same class of men are what we may call a meditating class of workers. They are a class who read and study and realize the unfair tactics that are practiced upon them every day and the only ones who stand up and fight for the laboring man's rights and hold what good conditions we have together.

Then we have another class of people who don't retain enough backbone to fight for their equal rights. In other words you can call them ignorant and they say "yes" to everything that the man with the whip and whistle demands and it is those classes which are undermining our conditions today.

Today the armies of ignorant Mexicans and other classes invade southern California and are gradually seeping into the middle states and in time will invade every state in the union. They are uneducated and easy prey for the cheap corporations, work at any wage and long hours. I have seen as high as three families live in one three-room house and live there till the housing commission stepped in and made them scatter out and you will find such conditions all over wherever they are living, especially under immoral conditions, which spread disease and invade charitable institutions. All one has to do is to just check over the Los Angeles County Hospital, one of the largest county institutions in the United States, bar none, and they are building several large new units. You will find one-third of the inmates are Mexicans. Go to the free clinics—probably 25 in the city—and the lobbies are crowded with that nationality of people. They come

into the country unnaturalized and never become citizens. They never have a vote and no one seems to care, as the big fellows use them to a very good advantage, while the citizen, property owner, taxpayer, father of a family, sending children to school, trying to educate them, has to walk the streets with his buying power cut off. It is unjust and is breeding the foundation for a revolution between capital and labor.

Well, fellows, Christmas is drawing near and all tokens are in order. Have you remembered your business manager with a box of choice Havanas? Our local is taking in a few new members now and then. Things are rather quiet around the studios at the present time. Some of the boys are out of our local at present. Our good Brother, Al Speed, is hanging up a few records over on the Columbia studio lot. Brother L. H. Strickland, our genial business manager, is supervising a lot of trick wiring at Bebe Daniels' home, down on the beach front. "Stric" has managed to cover up about 15,000 feet of wire and is still going.

I have been accused of soaking the type-writer by the members in general of the local, so thought that I had better write a letter now and then. On the other hand the boys, I must admit, have shown a lot of leniency as it is no more than right that each local should have a monthly letter and be up to the minute with their conditions. (I think that our worthy master, Brother Broach, is putting out some mighty fine stuff in his monthly editorials and should be read by all the Brother workers.)

Wishing all the Brothers a Happy Christmas and lots of work for the New Year.

HORNBLOWER.

Women's Auxiliary

WOMEN'S AUXILIARY L. U. NOS. 77 AND 46, SEATTLE, WASH.

Editor:

Station WATT (What?) Seattle, Wash., on the air.

This is the time of year we are glad we have a sedan and not an open roadster—even if we do have an Essex. But a car is just a form of conveyance, as my idea of Heaven is to put on my raincoat and rubbers and start down some leafy path with the rain in my face and the pungent smell of leafy mold and nowhere in particular to go, just being glad to live in this wonderful Puget Sound—God's Paradise. What I'm trying to tell you is: this is autumn.

I read the article in the September number, "Women See Unemployment in Terms of Disaster." It was well worded and wonderfully true, and surely hit home to many of us. I wasn't fooled into believing in good times forever, but just hoping from day to day it would last.

We all try to better ourselves and to make comfortable homes for our loved ones and what with the credit plan so accessible to most of us we just live from day to day, paying this and that when payday arrived, not laying anything aside for the rainy day, which is here now. Perhaps you have a job that a neighbor can do. If so let him do it now. The dollars you start rolling tonight will keep rolling for a long time. Eventually it will come back to you with other dollars.

Some rich men say reduction in wages will enable business to come back. You can hire men for a few cents a day in China, Arabia and India, so these wage-cut-

ters had better emigrate to China or India where there 1,000,000 or more human slaves and possibly they would have to pay nothing.

The union organizations have worked hard to bring conditions where they are and a reduction in wages could not better conditions. Less hours and same wage would make work for all and a decent living.

A motion was made at our last regular meeting, which was held at the home of Mrs. W. Hahnemon, that each member try to bring five new members. Now I believe in co-operation. It always builds for success. There is nothing complicated about co-operation. Its results are sure.

I read an article some place which stated:

This summer Rumania had an unusually large crop of wheat and other cereals. The country lacked the necessary amount of railroad equipment to transport the grain. Germany offered to rent her 300 (I believe that is correct) locomotives to move the grain. Rumania accepted. That's co-operation. So come on, woman folks of Local Unions Nos. 77 and 46, co-operate. We will grow and keep growing as long as we are eager and keep a spontaneous spirit.

Mrs. Beck (our president) combined pleasure with work and the day was well spent making luncheon cloths for our card tables at her home, September 22. It also was the occasion of her birthday and a number of candles were placed on the delicious birthday cake.

The club sponsored a card party September 29 in the I. B. E. W. Hall. A goodly crowd attended and bridge and whist was the order of the day. Our hostesses were Mrs. Oscar Olson, Mrs. James Beck and Mrs. Gus Bohmer.

I am urging all wives and friends of electrical workers to come to our card parties. A nominal charge of 25 cents is our fee and that also includes lunch and the possibility of a prize. A notice will be found in our local papers.

Mr. and Mrs. Harroun returned from their trip east after visiting all the home folks and taking in all your places of interest. Visited your beautiful Niagara Falls and glimpsed their beauty at sunrise and sunset and saw the magnificent change which takes place with the ever-changing lights. But they are glad to get back to their own Puget Sound.

My mouth actually watered after reading Mr. Lindell's graphic description of "Sunny Old Spokane", my old home town. Made me just a little bit homesick. And another thing, Mr. Lindell. I said I would leave all working conditions to you. Well, the article on the women's page of the September number of the JOURNAL just got me started. I can't leave it out or I won't have any article. But thanks for those kind words and the same to you, and many, many more.

Mrs. Jimmy Thomas, whose little son has been very ill for several months, was able to attend our last meeting and card party. We appreciated her efforts to be with us.

Mr. and Mrs. Albert Hamburg are the proud parents of a little daughter, who arrived on September 5. Mr. Hamburg is wearing an extra smile and passing out big black cigars. I should think they would pass out candy to the women on such occasions.

Mrs. Rosenberg, one of our members who was ill all last summer, is looking her old self again and also was able to turn out for our last doings. Sure was glad to see you.

MRS. R. C. SIMPSON.

WOMEN'S AUXILIARY L. U. NOS. 84, 613 AND 632, ATLANTA, GA.

Editor:

Hurrah for Mr. Marbut and Local Union No. 84. His November letter was very interesting. Now readers of the JOURNAL know there is an electrical organization, to which we really are an auxiliary.

Possibly on New Year's Day Local Union No. 613 will resolve to have a working correspondent, too. What happened to the Local No. 632 correspondent? No need for the women to do all of Atlanta's writing.

Our Hallowe'en party was a tremendous success, thanks to some stout shoulders to the wheel. Mrs. Elder, Mrs. Weir, Mrs. Morris and others worked long and faithfully.

The day before Thanksgiving the auxiliary distributed a number of well-filled baskets. We hope to continue this work as long as it is needed. Christmas, it is planned to distribute baskets, too. We are also planning a Christmas entertainment to be given at the Labor Temple. This includes a tree with gifts to each other and our children. We will have a musical program, too.

Atlanta Auxiliary wishes every member of every auxiliary and every member of every local a Merry Christmas.

We wish for all a New Year with that blessed "Peace on Earth, Good Will Toward Men."

MRS. CHARLIE BOONE.

WOMEN'S AUXILIARY L. U. NO. 177, JACKSONVILLE, FLA.

Editor:

This is Station LIVEWIRE, Women's Auxiliary to Local No. 177, broadcasting, after being silent for some time. But we've been pushing on toward the goal we hope to reach sometime.

Several of those good old Florida fish fries have been enjoyed since our last letter. Our annual Hallowe'en party was a great success. Members and wives of Local No. 177 also contractors and their wives were invited to enjoy the evening with us.

The hall was beautifully decorated with Spanish moss and Hallowe'en decorations. A short sketch acted by Mr. and Mrs. Massey and the comedy act by Mr. Whitehouse were the highlights of the evening. Dancing and games were enjoyed by many. Several beautiful prizes were awarded during the evening. Pumpkin pie, doughnuts and coffee were served. Say, Duggers, did you ever hear of "pumpkin pie"?

The vocational school is well represented in Local No. 177. Most all of their members have turned kids and are going back to school. But I'm sure they all agree that the two evenings a week are well spent and when they have completed the course they will be better acquainted with their own trade. You know we are never too old to learn.

The silver lining has begun to peek through, so don't you think we should quit this hard times talk? You know there's nothing that couldn't be worse. Did you ever hear this before: A man fell out a window and was killed. A passerby stopped and looked with the rest of the crowd and turned and made this remark to an old lady who was looking on, "Oh, that's too bad; could not be worse." "Oh, yes it could," she said. "He could have fallen on another and killed him." So, you see, everything can be worse. Why, we talk hard times until, if our friends had a dime, they'd be afraid to spend it. What say, if we can't say something good or else keep our mouths shut? Why! more of that silver is showing through already.

Say, Muscatine, Iowa, did you receive the by-laws? Also Mrs. Burggers' laws, California?

Hope there's not too much static in this program. We're now signing off. See you later. MRS. R. FLEMING HEMPHILL,
119 Cottage Avenue.

WOMAN'S AUXILIARY, L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

We have been going along as usual, having our meetings all summer, and now that our city is being groomed for the usual winter visitors, there will be an increase in electrical work (we hope). The local union will see an increase also as winter approaches, as many of the local Brothers will return from the north with their families.

The Auxiliary will naturally increase their social activities as our forces increase as this is the time of the year which is the gayest of all.

Someone spoke of having a national auxiliary convention. That's a grand idea—if we can only get together enough money—and we think the "Sunshine City" an ideal setting. When I say setting I mean for our fair women to have such a meeting and extend this invitation to all. Of course we can't begin to tell you folks about our city here. You will have to come and see for yourself, but let me say we have everything to entertain with and the tourists are beginning to arrive. This city expects 100,000 or more visitors.

See you next time.

MRS. MALCOLM MARKS.

To Have Disease Without Knowing It May Save Lives

The idea that mild attacks of germ disease which people acquire and get over without ever knowing that they have been sick at all may be very important factors in public health is suggested by recent studies of the germs of infantile paralysis reported to the London medical periodical, the "Lancet," by Dr. R. W. Fairbrother, of the Lister Institute, London, and Mr. W. G. Scott Brown, of the Sevenoaks Hospital. Experts already had discovered that the blood fluid or serum of a person who has had infantile paralysis and has recovered from it is inimical to the germ of the disease, the human body evidently being able to manufacture as a protection against the germ some blood chemical which fights and destroys it. Dr. Fairbrother and Dr. Scott Brown now find this same germ-fighting power in the blood serum of persons who were exposed to infection with infantile paralysis but who apparently did not take the disease. What happened, the British physicians believe, is that a few germs of the disease actually did enter the bodies of these individuals but were repelled and killed by the body's defences. The stay of these germ invaders apparently lasted long enough, however, to stimulate the body's production of the germ-fighting chemical produced in an actual case of the disease. Such very mild, symptomless cases of various germ diseases may be occurring all the time among the general public, experts believe, and operating to protect such temporarily invaded individuals against more serious germ infections.

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The Mysterious Letter



"Any letters, Ann?"

Jerry Ross came in with a rush of snow laden wind, shaking off the flakes that clung to his coat.

"Yes, there they are, but none from Jim."

Jerry shuffled through the pile with a discontented grunt, musing half to himself:

"Wonder why the old scout doesn't write?"

"Why all this sudden anxiety to hear from that crusty old bachelor brother of yours?"

"He's not so old, only 46 and"—with an ingratiating grin—"if he's crusty it's because he hasn't a nice little wife like I have."

Then, sniffing the air delightedly, "What's that delicious odor that permeates the atmosphere? Can it be—I believe it is—the wild ducks the Bannings promised us!"

"Good boy, Jerry, your nose doesn't deceive you. Hurry on—dinner's ready and Janet and Ted have been under my feet for the last hour. Between their chatter about Christmas presents and asking every five minutes if the ducks were done, I'm about to lose my sunny disposition."

There was a wild clatter on the stairs and in rushed two eager youngsters.

"Hi, Dad, isn't the snow great for Christmas, and did you get your letter from Uncle Jim?"

"Will it be about Christmas presents?"

"Can I have high shoes with skates on 'em?"

"Please, Daddy, get me a little finger ring with my birthstone."

"Help, help, cease firing, I surrender!" laughed Jerry, "But say, can't we postpone this bombardment till after we eat—then all information will be gladly furnished free of charge."

But Jerry didn't tell them what he was expecting in the letter from his brother that night, nor the next, either. The mystery grew, and finally the whole family was eagerly shuffling through the welter of Christmas cards and letters each mail delivery. December 22 and 23 came and went, and still no letter. On December 24 the postman's early morning whistle brought packages, more cards, letters. And then, there it was—the long envelope with "The Sun-Lite Electric Shop" in one corner.

For just a minute Jerry stood fingering the rather bulky envelope until the expectant circle of eyes reminded him that everybody was anxiously waiting. Then—suddenly eager as the children—he ripped it open with hurrying fingers.

"Here they are, Ann—here they are! Four applications for insurance in the Family Group and a check to cover a year's premium. Good old Jim!"

Grabbing his wondering wife and children in a bear hug, he shouted joyfully.

"It means that the \$40.00 I've been holding for premiums on the insurance I intended to take out January 1st, is now released for Christmas presents. You'll get your skates, Ted—and the ring, Janet. And a certain purse someone's been raving about. Now I know there really is a Santa Claus!"

Electrical Workers

If you cannot give one or two units of this insurance—here is your chance to **Give The Opportunity**.

Don't overlook the brother with his growing family; the sister earning her own living—perhaps a niece or nephew who would be glad to take advantage of the extremely low rate in the Family Group Policy.



Tell Them About It

* * *

And write us for applications and further information.



APPLICATION FOR INSURANCE

ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSURANCE ASSOCIATION,
Washington, D. C.

I certify that I am the of a member
(Give relationship)
of the International Brotherhood of Electrical Workers, Local Union No., and I hereby apply for
units or \$ life insurance, and will pay \$ each
for same. (Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and have no deformity, except.....

(State any exceptions)

Date of Birth..... Occupation Race
(Month-Day-Year)

Birthplace Sex

Beneficiary Relationship
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary.....

My name is.....
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is.....
(Street and number—City and State)

Date.....
(Signature in full)

QUESTIONS BELOW TO BE ANSWERED IF APPLICANT IS A MINOR

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

(Signature of Parent or Guardian)

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

NOTE: Age limits, 1 to 50 years. Issued in units of \$250.00. Limit of insurance for any one person: Ages 1-5, inclusive—\$250.00. Ages 6-50, inclusive—\$500.00.

Cost per unit: If paid annually, \$3.60; Semi-annually, \$1.80; Quarterly, 90 cents; Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS
G. M. Bugniazet

and Send with Application to International Brotherhood of Electrical Workers, Washington, D. C.

(Family Group Policy—Application Copyright, 1928, J. R. Riggs)



Cut Here

Cut Here

IN MEMORIAM

John J. Pera, L. U. No. 7

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our friend and Brother, John J. Pera; and

Whereas the members of L. U. No. 7 have lost in his death a true and loyal member; therefore be it

Resolved, That we extend our heartfelt sympathy to the loved ones bereft; and be it further

Resolved, That in respect to the memory of the late Brother our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy be sent to the official Journal for publication, and that a copy be spread upon the minutes of L. U. No. 7 of the International Brotherhood of Electrical Workers.

W. R. SPAULDING,
CHAS. E. AINLEY,
Committee.

Henry Cullen, L. U. No. 9

Whereas Almighty God, in His infinite wisdom, has removed from our midst our esteemed and worthy Brother, Henry Cullen; and

Whereas in the death of Brother Cullen Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; and

Whereas Brother Cullen, as one of the early members of Local Union No. 9, used his best and untiring efforts successfully in the cause of our local; be it therefore

Resolved, That Local No. 9 recognizes its great loss in the passing of Brother Cullen and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

SAM GUY,
RALPH BREHMAN,
HARRY SLATER,
Committee.

Frank Wade, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to take from among us our esteemed and worthy Brother, Frank Wade;

Whereas Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost in the death of Brother Wade one of its true and good members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its great appreciation of the services to our cause of our devoted Brother and our sorrow in the knowledge of his passing; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of Brother Wade in their time of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

SAM GUY,
RALPH BREHMAN,
HARRY SLATER,
Committee.

Joseph Nolan, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to take from among us our esteemed and worthy Brother, Joseph Nolan; and

Whereas Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost in the death of Brother Nolan one of its good and faithful members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its keen appreciation of the services to our cause of our devoted Brother and our

sorrow in the knowledge of his passing; and be it further

Resolved, That Local Union No. 9 extends its sincere sympathy to the family of our departed Brother in their time of great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

WILLIAM WALLACE,
WILLIAM ADAMS,
HARRY SLATER,
Committee.

Lot W. McClenahan, L. U. No. 14

Whereas the great and supreme Ruler of the Universe has in his infinite wisdom removed from among us our worthy and esteemed Brother, Lot W. McClenahan; and

Whereas the faithful discharge of his duties in this organization makes it eminently befitting that we record our appreciation of him; therefore be it

Resolved, That the wisdom he has exercised in the aid of our organization by service will be held in great remembrance.

Resolved, That the sudden removal of such a life from among our midst leaves a vacancy and a shadow that will be deeply realized by all the members of this organization and will prove a serious loss to the community and the public.

Resolved, That in deep sympathy with the bereaved relatives of the deceased we express our hope that even so great a loss to us will all be overruled for good by Him Who doeth all things well.

Resolved, That a copy of these resolutions be spread upon the records of this organization and a copy printed in our local Journal and a copy be forwarded to the bereaved relatives.

JAS. J. O'NEILL,
President.
E. L. HUEY,
Recording Secretary.

F. X. Sinclair, L. U. No. 18

It is with deep regret and sorrow that Local No. 18, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, F. X. Sinclair; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, and that a copy be spread upon our minutes, and a copy be sent to the Worker for publication; and be it further

Resolved, That our charter be draped for a period of 30 days, and that we, the members of Local No. 18, being lawfully assembled, stand in silence for one minute in further tribute to his memory.

RAY A. MANGAN,
H. E. BINCHAM,
L. R. SISSON,
Resolutions Committee.

James H. Burch, L. U. No. 151

Whereas it has been the will of Almighty God to remove from our midst Brother James H. Burch, for many years an active member of our Brotherhood of Electrical Workers, both locally and internationally; and

Whereas we have, in the death of Brother Burch, suffered the loss of a true and faithful worker whose many good deeds in behalf of working men and women will be long remembered, therefore be it

Resolved, That Local Union No. 151, of the International Brotherhood of Electrical Workers, deeply feeling its sad loss in the passing of Brother Burch, extends to his beloved family and his little daughter our kindest sympathy in this, their hour of bereavement; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days; that a copy of this resolution be sent to his bereaved family, a copy be spread on our minutes and a copy be sent to our official Journal for publication.

FRANK HICKEY,
C. D. MULL,
B. E. HAYLAND,
Committee.

Gordon Berry, L. U. No. 18

It is with deep regret and sorrow that Local No. 18, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, Gordon Berry; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, and that a copy be spread upon our minutes, and a copy be sent to the Worker for publication; and be it further

Resolved, That our charter be draped for a period of 30 days, and that we, the members of Local No. 18, being lawfully assembled, stand in silence for one minute in further tribute to his memory.

RAY A. MANGAN,
H. E. BINCHAM,
L. R. SISSON,
Resolutions Committee.

Kenneth Condit, L. U. No. 52

It is with deepest sorrow and regret that we, the members of Local Union No. 52, mourn the death of our worthy Brother, Kenneth Condit;

Whereas we wish to extend to his family and relatives our sincere and deepest sympathy in this very sad hour to them and pray that God, in His infinite goodness may help them to bear the burden placed upon them; therefore be it

Resolved, That a copy of these resolutions be spread on the minutes of our local union, a copy be sent to the bereaved family, and a copy be sent to the official Journal for publication.

W. FRANZ,
Press Secretary.

W. C. Howard, L. U. No. 36

Whereas the Almighty God has reached forth into our midst and taken from among us our Brother, W. C. Howard, after a long illness, passed away October 31, 1930; and

Whereas in the death of Brother Howard, L. U. No. 36, I. B. E. W., has lost one of its devoted and loyal members; therefore be it

Resolved, That a copy of this resolution be sent to the family of our late Brother, a copy spread on the minutes of the local union and a copy be sent to the Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days in his memory.

C. J. TACKNEY,
C. E. CUTTING,
J. A. SUGGS,
Committee.

Oscar W. Olson, L. U. No. 77

Whereas in His infinite wisdom it has pleased the Almighty God to call from our midst a true and loyal brother, Oscar W. Olson; and

Whereas we, the members of Local Union No. 77, express our deepest sympathy to his bereaved family; be it

Resolved, That our charter be draped for a period of 30 days in memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy be sent to the International Office for publication in the Journal and a copy be spread on the minutes of this local union.

E. M. McDONALD,
FRANK TUSTIN,
F. X. McGOVERN,
Committee.

George Harper, L. U. No. 86

It is with deep sorrow that we, the members of Local No. 86, I. B. E. W., mourn the loss of our Brother George Harper and especially his manly disposition and fraternal spirit; therefore be it

Resolved, That we extend our sincere sympathy to the bereaved family; and be it further

Resolved, That we, the members of Local No. 86, in lawful assembly stand with bowed heads in sorrow for our departed Brother and our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy be sent to our official Journal for publication and a copy be spread on the minutes of this meeting.

GEORGE SCHNITZER,
EDWARD CONNELL,
WILLIAM MCCARTHY,
Committee.

Russell Alpaugh, L. U. No. 262

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst our friend and Brother, Russell Alpaugh; and

Whereas it is our desire to honor him in death for his many years of service while a member of this organization; now, therefore be it

Resolved, by Local No. 262, I. B. E. W., of Plainfield, N. J., in meeting assembled, That our most heartfelt sympathy be extended to the widow and child of our departed Brother Alpaugh; and be it further

Resolved, That a copy of these resolutions be sent to the family of Brother Alpaugh, a copy be mailed to the official publication of this organization, The Journal of Electrical Workers and Operators, for publication, that this resolution be spread on the minutes of Local No. 262 and that in deference to his memory our charter be draped for a period of 30 days.

ROBERT E. CARTWRIGHT,
Recording Secretary.

D. Lane, L. U. No. 817

Whereas it has been the will of Almighty God to take from our midst Brother D. Lane, many years a true and loyal member of the I. B. E. W., and Local Union No. 817, has lost a highly respected member; therefore be it

Resolved, That our charter be draped in mourning for a period of 30 days, that a copy of this resolution be sent to his bereaved family, a copy be sent to our International Journal for publication and a copy be spread on our minutes of this meeting.

F. PANZER,
Secretary.

V. B. Skaggs, L. U. No. 411

Whereas it has pleased the Almighty God in His infinite wisdom to remove from our midst our worthy Brother, V. B. Skaggs; therefore be it

Resolved by the members of Local Union No. 411, of Warren, Ohio, That we extend our heartfelt sympathy to his sorrowing wife and children; also be it further

Resolved, That we drape our charter for a period of 30 days, and a copy of this resolution be spread upon the minutes, and a copy be sent to our official Journal for publication.

GEO. J. HENRY,
LESLIE McLEAN,
Committee.

William J. Gerard, L. U. No. 581

Whereas Almighty God, in His supreme wisdom has seen fit to remove from our midst our worthy Brother, William J. Gerard, we extend to the bereaved family our sincere sympathy, and commend them to God for comfort in their hour of sorrow; and therefore be it

Resolved, That our charter be draped for a period of 30 days in his memory, a copy of these resolutions be sent to our official Journal and a copy be spread on the minutes of our local.

JAMES McDERMONTT,
President.
THOMAS R. PIERSEN,
Recording Secretary.

Edw. J. Moore, L. U. No. 685

It is with deep regret that the members of Local No. 685, Bloomington, Ill., learned of the sudden death of our most capable and worthy Brother, Edw. J. Moore, who died in Rhinelander, Wis., October 17, 1930.

Resolved, That we, the members of Local No. 685, extend our sincere and heartfelt sympathy to those who remain to mourn his passing.

WM. RYLANDER,
WM. KROPLA,
L. SPLAWN,
Committee.

Robert Miller, L. U. No. 702

Whereas it has been the will of Almighty God in His infinite wisdom to remove from our midst our Brother, Robert Miller; and

Whereas it is with deep sorrow that the members of Local Union No. 702, I. B. E. W., mourn his untimely death; therefore be it

Resolved, That we extend our sincere sympathy and condolence to those who remain to mourn his loss; and be it further

Resolved, That our charter be draped for a period of 30 days and that a copy of these resolutions be sent to the bereaved family of our late Brother, a copy sent to the official Journal for publication and a copy spread upon the minutes of Local Union No. 702 of the International Brotherhood of Electrical Workers.

R. L. BRIDGEMAN,
J. H. EUTSLER,
HAL OBERMARK,
Committee.

George A. Trunk, L. U. No. 713

It is with deep sorrow that we, the members of Local No. 713, I. B. E. W., mourn the loss of our esteemed Brother, George A. Trunk. His noble qualities, kindly spirit, and his loyalty, will always be remembered with deep affection by those who knew him best; therefore be it

Resolved, That we, as a union in Brotherly love, extend our heartfelt sympathy to his family and friends; be it

Resolved, That our charter be draped in mourning for a period of 30 days in memory of our departed Brother; be it further

Resolved, That a copy of these resolutions be sent to his family, a copy to the International Office to be published in the official Journal, and a copy spread on the minutes of L. U. No. 713.

GEORGE DOERR,
C. E. FELDPAUSCH,
JOHN F. SCHILT,
Committee.

DEATH CLAIMS PAID FROM
NOVEMBER 1, INCLUDING
NOVEMBER 30, 1930

Local No.	Name	Amount
I. O.	F. N. Novinger	\$825.00
14	L. W. McClenahan	1,000.00
231	H. A. Taylor	475.00
817	D. D. Lane	825.00
1024	C. H. Simpson	1,000.00
291	J. A. Saleen	300.00
3	A. E. Mussen	1,000.00
134	I. Mitten	1,000.00
I. O.	G. C. Merrill	825.00
6	A. E. Hamberth	1,000.00
9	H. Cullen	1,000.00
713	G. Frank	1,000.00
I. O.	J. E. Scott	1,000.00
3	Henry Lutz	1,000.00
732	C. Von Newton	1,000.00
3	J. F. Kennedy	650.00
702	P. Miller	1,000.00
I. O.	L. Atkins	825.00
I. O.	A. C. Sullinger	1,000.00
1	Frank L. Bryan	1,000.00
22	K. Condit	650.00
595	Wm. Valentine	650.00
384	Harry A. Hill	475.00
262	Russell I. Alpaugh	1,000.00
298	G. Berry	825.00
86	G. E. Harper	1,000.00
17	J. W. Evans	825.00
185	Charley F. Klos	825.00
		\$23,975.00

Total claims paid from November 1, including November 30, 1930	\$23,975.00
Total claims previously paid	2,120,911.10
Total claims paid	\$2,144,886.10

IN FORCE 10 YEARS, NEW TWIST
GIVEN POWER ACT

(Continued from page 677)

Judge George W. Woodruff, Berwyn, Pa. Former federal judge; Solicitor for the Department of the Interior, Roosevelt's administration; former Attorney General of Pennsylvania; chief counsel for the National Conservation Association throughout its history; chief aid in drafting the Federal Water Power Act; nationally recognized as a leading authority on utility law and all issues centering in the Federal Water Power Act.

Edgar A. Brown, Barnwell, South Carolina. New State Senator, former Speaker of the House of Representatives, South Carolina. Counsel for the South Carolina Electric Power Consumers Association. Former chairman Democratic State Central Committee.

Harry Doerr, Johnstown, Pa. A practicing attorney and public spirited citizen of the city in which are located the offices of the Clarion River Power Company which brings the suit.

Harold Evans, Philadelphia, Pa. Former member of the Public Service Commission of Pennsylvania, Pinchot administration. Authority on utility law.

Felix Frankfurter, Cambridge, Mass. Is professor of law, Harvard University Law School. Author of many standard works dealing with utilities, labor injunctions, etc.

Henry T. Hunt, New York City. Former mayor of Cincinnati; member board of directors, Cincinnati Southern Railway, owned by the city of Cincinnati.

Nathan E. Kendall, Des Moines, Iowa. Former Governor of Iowa, ex-Congressman—side partner of Senator George W. Norris in the fight on Cannonism in the House back in 1910. Progressive Republican.

Jerry A. Matthews, Washington, D. C. Practicing attorney. Republican.

Jackson H. Ralston, Palo Alto, California, formerly of Washington, D. C. Authority on constitutional law. Author of many standard works on international law; member many government commissions. Former counsel American Federation of Labor. Independent.

Joseph Stein, Washington, D. C. Specializes in utility and aviation law. Attorney parties in interest of survey of transportation facilities of Washington, D. C.

Frank P. Walsh, New York City. Was chairman of Federal Commission on Industrial Relations; joint chairman (with ex-President Taft) War Labor Conference Board; Member New York Commission on Revision of Public Utility Laws.

Herbert S. Ward, Washington, D. C. Formerly connected with the forestry service; former fiscal inspector to the Secretary of Agriculture; former Comptroller of Alien Property. Republican.

UNIONIZATION OF NEGROES IN
THE SOUTH URGED

(Continued from page 682)

guidance are necessary in Negro high schools.

3. That, as in the case of agriculture, facilities to raise the economic status of Negro workers, such as those of the Federal Board of Vocational Education and the Department of Labor, should be extended.

4. That employment bureaus should be developed which will be especially aware of the needs of Negro labor.

5. That Negro membership be further encouraged by organized labor.

6. That the basic importance of being practically trained for industry should be emphasized in the education of the Negro so that full advantage may be taken of opportunities for industrial training and employment.

7. That home ownership should be encouraged.

As a result of study and experiment fundamental economic changes not only can be more clearly seen; they can in some measure be guided, to the benefit of all.

(Signed)

ROBERT P. LAMONT,
ARTHUR M. HYDE,
JULIUS BARNES,
HOMER L. FERGUSON,
WILLIAM GREEN,
T. ARNOLD HILL,
BENJAMIN F. HUBERT,
ROBERT R. MOTON,
R. B. PEGRAM,
JULIUS ROSENWALD.

WHAT CO-OPERATION HAS DONE IN ELECTRICAL INDUSTRY

(Continued from page 681)

economic contribution to business because of the elimination of the strike in our industry, developed new thoughts and ideals in both the contractors' group and in the union group, and that was the beginning of modernization and education of a high order, never before attained in any industry. Sympathetic feeling and understanding between the former warring parties ceased at this time, to a very high degree at any rate, and progress for a high standard of stabilization of the industry has continued since.

Apprentices Considered Carefully

Now, the next step in the development of the electrical industry was the apprenticeship system, and because of the demands and development of the business, a great consideration was given by the contractors to the apprentices, because upon this class of men must depend the future carrying on of the business.

It was very soon discovered, after some study, that it took a very superior type of boy to become a successful electrician. In the first place, he had to have a love for mechanics and fine workmanship, and then again, he must have a knowledge of plan and specifications reading, diagramming of circuits and some knowledge of the higher mathematics. Then, too, a system must be involved wherein the boys would advance and continue a course of study in order to familiarize themselves and develop worthy of the business, which is ever changing and requires a grasp of mind which is quick to conceive these changes.

Accordingly, the apprenticeship commission was set up by the association to co-operate with the officers of the union, and in turn, co-operate with the New York Building Congress, to be careful in the selection of apprentices and to see to it that the apprentices carried on their studies, and to keep a constant check on the progress of the apprentices. These committees have done splendid work with the result that the type of apprentice and the type of workman in the electrical business rates a fine asset to the citizenship of our country.

Survey Bureau Creates Economies

Now, the survey bureau was next adopted by the Electrical Contractors Association of New York as an economic necessity and as a step forward in business. The survey bureau did not originate with the electrical contracting industry, but has been used by various organizations and groups for many years, and after an intense study of this subject, it was found that if a survey bureau, properly organized and efficiently managed, were created, it would save to the building public many hundreds of thousands of dollars, help stabilize the industry. After all, it seemed such a useless waste of time for 25 or more electrical contractors all individually figuring the same job in their own offices, when their own surveys were complete, if they had been individually done, they would have simply reduced to writing the quantities of material from the plans and specifications as prepared by the architect or engineer.

It was found in the research work before the survey bureau was adopted by the association, that 15 or 20 contractors in the association, on an average, figured the same job, and that only one contractor could get the job; consequently, the wasted effort reduced to dollars on the part of the unsuccessful contractors would have to go in and help build up a high overhead expense, which

ultimately must be passed on and represent a fixed expense of operation, which is finally paid for by the work that that contractor may secure.

A test case was made, and it was found that 21 contractors figured on one project representing approximately \$50,000.00. The average cost of estimating this job as reported by these contractors, was approximately 1 per cent or \$500.00 each. This represented a total expense of \$10,500.00; one contractor was awarded the work, consequently, \$10,000.00 was lost in wasted effort on the part of 20 contractors.

Other tests and studies confirmed the absolute economic necessity of a survey bureau and therefore one was developed. Now, our survey bureau operates according to an orderly business procedure and the men who work in this bureau work under ideal conditions, where there is no interruption of their work by telephone calls or visitors, where they do survey work and survey work alone, and these men are all men who have been recruited from the various contractors' offices, formerly employed by them for just such work. The procedure is as follows: When a contractor member of this association receives a request to bid on work, he forwards request in writing to the survey bureau, the survey bureau immediately advises him by return mail, whether they are figuring the work, or whether they will figure the work, and if they are figuring the work, when he can expect the survey sheets on same. In the event that the work is to be surveyed, it is checked out carefully by the chief engineer of the bureau, and then delegated to the man or men who will survey the work, depending on the size of the project. All ambiguities in specifications or plans are checked, cubic content and other data of the building carefully noted, details of construction and any other information which a contractor could determine only after a careful study, is reduced to writing, materials are all segregated and listed, special notes made from specifications, and the approximate number of man-hours necessary to install the work, given. The sheets are again carefully checked and sent without comment, to each contractor who makes application. No contractor is allowed in the survey bureau. No information can be had as to number of contractors figuring, but the result of a complete survey is such that any contractor can price the job with accuracy and confidence, and the difference, therefore, in contractor's bid should be represented by whatever overhead they wish to add, plus any profit they add.

Another Venture in Co-operation

It is a physical impossibility for any contractor to set up, individually, the type of organization such as our survey bureau represents and all quantities are guaranteed accurate within 5 per cent, and, to date, the association has not been called upon to make good a single dollar, so great has been the development and accuracy in the work.

The successful contractor, only, pays 1 per cent on the contract price to the survey bureau, all other estimating service to members is absolutely free. This has developed, of course, a greater number of competitors striving for each job. They strive harder for the reason they know the quantity survey sheets are accurate and are guaranteed by the association; and this survey bureau by the charge of 1 per cent to the successful contractor only has succeeded in contributing a stabilizing effect to the business because of the accuracy, the elimination of mistakes which often occur in the individual contractor's office, where he is pressed for time, and, for example, takes plans home to estimate; and has also resulted in saving thousands of

dollars to the contractors on their overhead expense, which saving, of course, is passed on to the buying public.

This has been a signal contribution to the electrical contracting business and shows what can be accomplished by intensive research, study and co-operation. We estimate that the survey bureau has saved the member contractors of our association, which in turn has been passed on to the building business, between two and three millions of dollars.

New Conditions Demand Short Week

In considering the five-day week for the electrical industry, we were simply considering, in the first place, the success which had attended the adoption of the five-day week and the economic necessity for it, first by the open declaration in favor by some of the largest industries in this country, and, secondly, by the changing of construction in buildings.

Now, years ago, before buildings had assumed the great heights that they have now, the use of the electrical elevator was simply out of the question for mechanics on the building. In fact, hod hoists were used for carrying materials, and mechanics were forbidden to ride on hod hoists. With the introduction of the sky-scraper, a new study of fatigue and the efficiency of men was undertaken.

Many of the men themselves had volunteered, on some of the high buildings and jobs that required traveling, to give up the work on Saturday, and in some cases this was accomplished by taking a half-hour at lunch and working up to five o'clock, so as to make the 44 hours.

A study in the higher buildings developed the facts that the use of the electrical elevator was necessary to get men to the upper floors in the building, and it was found a great deal of time was lost in the morning because of the overcrowding of elevators, and where men had to walk up the stairs in desperation after waiting a long time, their efficiency was lowered, and then the anxiety to get out of the building on time seemed to us as compromising a situation, and we felt that in the theory of modernization and present-day development that something should be done, and a five-day week seemed to be the solution; as, after all, in sections where the five-day week had been in vogue, contractors reported to us that the men were better satisfied and reported to work on Monday in better shape, and their studies indicated that very little, if any loss occurred in creating the five-day week over the old five-and-one-half-day week.

We felt, too, that in this age of machine production, where efficiency has been increased by the use of labor-saving devices and machine tools, that we would be justified to advocate adoption of this policy, it being a humane and necessary contribution to counteract the increased pace at which we are living.

After the proper studies were made, considerations given, the Electrical Contractors Association of New York adopted this policy and we feel it has proven a tremendous step in the right direction.

Insurance Principle Applied

The question of insurance concerning employees is not a new one to the electrical industry, as many of the larger contractors for a number of years had subscribed to group insurance coverage of one type or another, for the men who worked for them.

This matter had been under discussion for some time and our attention had been called to the great number of industrial groups who had adopted an insurance cov-

erage in favor of their workers, with a fine economic result, and people were today looking at insurance in an entirely different light from that they had previously.

Most of us remember the opposition which the workmen's compensation insurance adopted by this state met at its inception, and yet those who opposed it most bitterly then are perhaps the most staunch advocates for it now.

A number of the larger electrical industries, including the American Telephone and Telegraph Company, General Electric Company, Graybar Electric Company, Westinghouse Electric and Manufacturing Company and many others, adopted group insurance; and then we began to examine into our own trade, as to what benefits and what need, if any, there was for group insurance coverage for the men who work for us.

We found that the International Office of the International Brotherhood of Electrical Workers had, 10 years previously, provided uniform insurance protection to all the members without any contribution or assistance from employers.

We found, further, that the International Officers of the International Brotherhood of Electrical Workers had taken very seriously the setting up of the Council on Industrial Relations, which provided for a strikeless industry in the electrical business, and had automatically taken approximately \$500,000 which they had built up as a reserve fund, and secured insurance coverage for their own men by this act. What a wonderfully sincere act it was! It shows clearly the fine type of leadership that represent the International Brotherhood of Electrical Workers. What a progressive thing it would be to humanity in general and the building business in particular, if all organizations would take their reserve funds and place them, say for insurance, or to provide relief in this terrible condition of unemployment! Unquestionably, no greater progress could be made toward co-operation and sympathetic understanding than this one act.

We also found that this insurance protection had been built up and that all members of the International Brotherhood of Electrical Workers throughout the United States and Canada were now carrying insurance in the amount of \$1,000 life, and a pension and retirement benefit at \$40 per month.

We also found that insurance authorities stated that at the close of business in 1928, there were over 6,000,000 industrial workers covered by group insurance, and that the building business was lagging in this respect.

Human Wreckage Great

Making a study along the lines of the stabilization of the electrical industry we came to the conclusion that all industry and our own should take care of the wreckage and waste in their own industry, and in studying the subject we became appalled at the conditions of the older men in the industry. These men who have given their best to the industry were on the threshold of old age without any security whatsoever, or any guarantee that these men and their dependents would be in any position to maintain life in the unequalled struggle of competition with the younger and more virile elements in the business.

Our study showed that in the mortality statistics of insurance companies, where inaccuracy is always more expensive than in philosophy, that the span of life had increased over a period of years, and that with the development of the machine age in which we live production had also in-

creased at a tremendous pace. There was continuously less opportunity for those older men to secure employment, and earn a living in the later years of their life.

In Geneva the average length of life was 20 years in 1600, and 40 years in 1900. In the United States, the average life average in 1920 was 53 years, and in 1926 it had increased to 56 years. Those figures are among white people.

It seems incredible, but the Federal Statistical Bureau of Berlin tabulates the average length of life in Germany as 20 years in 1520, 30 years in 1750, 40 years in 1870, 50 years in 1910 and 60 years in 1920.

These figures are not only discouraging to undertakers, but they must also be discouraging to the older people, who without resources arrive at the age when employment is increasingly difficult.

An Act of Justice

The Electrical Contractors Association of New York, therefore, unanimously agreed upon an insurance plan, which was to pay to each of the 8,000 men in the union \$3,000 life insurance, a total disability benefit of \$30.00 per month, and a pension of \$40.00 per month at the attained age of 65 years. This plan was conceived in the fall of 1929 and put into operation, effective as of April 1, 1930.

Now for the results of the plan. During the period from April 1 to November 3, 24 members of the union have died, and their beneficiaries have each received \$3,000 or a total of \$72,000.00.

From the month of April, 1930, to date, 42 members have received pensions totalling \$10,640.00.

On April 9, for example, we were notified of the death of a member of the union. On April 10, we had the necessary proofs of death executed and forwarded to the insurance company, and on the morning of April 12, a check was received for \$3,000.00 and delivered to the beneficiary before noon of the same day.

The total number of disability claims to date have been 21, making a total of \$3,030.00.

This gives an example of the promptness with which claims are paid and distress relieved.

By this insurance plan approximately 8,000 members of Local Union No. 3 and their families, totalling approximately 24,000 people, are relieved of grief and trouble, and life made easier and better for them. To the glory of the men who work for us, they have responded with a fine spirit of co-operation, work harder and with increased energy and output, so that the insurance has been an economic help in the building business. There are many other benefits. It relieves the pressure and uncertainty that comes with old age, and contributes a great step forward to the happiness and progress of the United States.

In dealing with the insurance problem we consulted actuaries, insurance experts and received proposals from only the largest insurance companies writing this type of insurance. The Board of Insurance Trustees of the Electrical Industry of New York placed this business with one of the large legal reserve companies operating in this field, and consequently, an absolute protection has been secured for the beneficiaries of policies.

Relief An Act of Co-operation

Now, of course, we have not been free from the unemployment question, but due to the excellent salesmanship and association-mindedness on the part of the electrical contractors co-operating with manufacturers, utility companies and jobbers, new fields and additional work have been secured for elec-

trical contractors and are being continuously secured by them with the result that our business, while suffering of course, became aware of the conditions through our business and educational committees, perhaps in advance of other organizations, and made plans in accordance with conditions.

Our organization has had employed two professional engineers, doing research work in co-operation with a special committee from the association and the union, for many months, and therefore, we are better prepared to meet the emergency than a group unorganized and not co-operating.

It was found some time ago, that approximately 20 per cent of the members of the Electrical Union No. 3 were without employment. Committees were appointed by our association and by the union to discuss relief measures. Many plans were advanced. There was advanced the "stagger plan," letting a certain group of men lay off for a week, while others took their places; other plans to take on an additional number of men, and while these plans had their virtues, they had their faults.

The solution of the problem was offered by a foreman electrician employed by one of our members. The plan he offered, and which has been adopted is this: Take 20 per cent of the number of additional men which are on any job, rotate between the total number of men on the job a layoff of 20 per cent of the men on the job each day of the week. This plan divides the work up evenly between all men on the job, provides a four day week for each of the men on the job, and does not increase the payroll of the contractor. All members of our association have been asked and other members outside of the association have followed this plan, with the result that immediate relief was apparent.

Three-Day Week Possible

This plan will be in full operation very shortly, and has the additional advantage that should the unemployment situation become more acute, it could be developed down to a three-day week basis, if necessary, for we realize the unemployment situation is with us and must be met, and we propose to do whatever we can to aid in solving it.

We realize that the business men of this country must solve this unemployment crisis, and some plan must eventually be worked out wherein the cycle of unemployment ceases, or we as business men will fall short of the standard that is expected of us. It is a fine thing in these days of mass production to think of efficiency and mass production, but we must also give some consideration to the masses. Too little has been given, we feel.

We propose to do our part in solving it in so far as our power of intelligence and study will permit, and we will welcome any suggestion or any thoughts from any group to improve our own condition.

We are naturally proud of our accomplishment and the recognition given to us by the New York Building Congress for that accomplishment, and for the opportunity of explaining to you just what co-operation has accomplished in the electrical industry.

Guild Created For More Co-operation

We believe in associations and association-mindedness. We believe with the late Theodore Roosevelt, who said, "Every man owes some of his time to the upbuilding of the profession to which he belongs." We have been so busy with our own work in our own field that perhaps we have appeared unconscious of either criticism or praise, but we realize, too, that the laws of nature are so arranged that no birth can be had in this world without pain and suffering, and this is practically true of the birth of new ideas and

ideals. It is with these thoughts in mind, that the Electrical Guild of North America was formed last year, the purpose of which is as follows: The Electrical Guild of North America was organized to promote industrial co-operation in the electrical construction business on a scale hitherto unknown and untried and with sympathetic understanding never before generally practiced in any branch of the building industry. It is the guild's intention to vitalize every department and feature of the industry with a degree of co-operation and harmony hitherto unattempted. It is proposed to make the industry profitable alike to all its members and to the public through survey bureaus, a central research bureau, and open understandings with union labor. It is further proposed to make the march of the industry uninterrupted by strikes or other unnecessary, not to say uneconomic, obstacles. Modernization and stabilization of the industry, in short, are the objectives.

We might well take pattern on the speech which President Hoover made at the American Federation of Labor convention, in Boston, in speaking on the "Mutuality of Interests," quote: "The facts are known. One key to the solution seems to me to lie in reduction of this destructive competition. It certainly is not the purpose of our competitive system that it should produce a competition which destroys stability in an industry and reduces to poverty all those within it. Its purpose is rather to maintain that degree of competition which induces progress and protects the consumer. If our regulatory laws be at fault they should be revised."

In closing, I wish to thank you all, and offer to all in the building industry the sincere hand of friendship, good fellowship and a sense of sincere sympathetic understanding and co-operation. We are pledged to that policy in the electrical industry, and we want to see it extend throughout the entire building business. No group in the building business should allow passion, resentment, envy, stupidity and short-sightedness to create trouble, to damage themselves and retard progress. In facing problems of the industry we believe that intelligence, mature judgment and accurate facts, used in the application of fundamentals, are the only paths to sound solutions. We want to see the animosities, differences of opinion, loose talk and loose thinking, bad leadership and the expedient lawyer, banished from the building business. It is the biggest business in the world; it is the greatest business in the world, and we are and should be very proud of being associated with it, and we should all try to make ourselves worthy of our association with that business, and to make the business bigger, better and more profitable to us all, and to continuously preach and practice co-operation, is the honest aim and pledge of the Electrical Contractors Association of New York.

IN HEARTS OF LINEMEN THERE DWELLS THE VIKING

(Continued from page 683)

the unwelcome visitor, Paddy quieted down and resumed his interrupted feeding.

The afternoon was a repetition of the morning's work and it was after dark before Tom got the line working through so he notified the Victoria Office that he would stay overnight at Teddy Holmes' and return the following morning.

Paddy was very tired, but he trudged patiently along and even broke into a little trot as they rounded the last curve in the road and drove up to the log stable which he knew so well. In answer to Tom's shout Sam Atherley came out with a lantern to help put Paddy up. "Big Sam," as he

was generally called, was a tall, sturdy son of Devon, whose forefathers must surely have been slayers of the king's deer, for the love of the chase dominated him so strongly that, from the first day he set foot in the enchanted forests of Vancouver Island, his friends and family in the old land knew him no more. He was, at this time, as often happened, spending a week with Ted. The shack was a blaze of light and on Tom asking the reason, "Big Sam" chuckled mischievously and replied: "Well, you see, when 'Gus' Borde sent up Ted's supplies for the winter, he forget to send the usual calendar, so Ted was keeping track of the days by cutting notches on a stick and he must have cut too many, for by his count, this is Christmas Day. He has even persuaded his neighbor Healey to forget their ancient quarrel so Healey is here to help celebrate. You know Healey never knows what day it is, so don't let on. I'll bet you are hungry enough right now to eat a raw dog alive, so go on in and get ready while I look after your horse."

Nothing loath, knowing that Paddy would be in good hands, Tom made his way to the shack where he was greeted warmly by Ted and introduced to Healey whom he had not met before.

Christmas on a New Date

"It's pretty hard luck, Tom," said Ted, "to have to be away from home on Christmas Day but we'll do the best we can for you." "Say, Ted," said Tom, "the path of duty may be heard to travel at times, but in all my experiences it sure never landed me into anything as welcome as this Christmas of yours."

Taking off his belt, spurs, heavy, wet mackinaw jacket and rubber shoes, Tom put on an old pair of Ted's slippers and, after washing, sat down to take stock of his surroundings. Ted had on a long, white, spotless apron, a flat chef's cap on his head, which came from goodness knows where. His round, chubby face wreathed in smiles, he was the very embodiment of the true Christmas spirit, very much as Scrooge must have looked on the morning following his eventful dream, when, purged from his greed for gold, and looking through the eyes of the immortal Dickens, he saw a new world, a world bright with the sunshine of joy and charity, and though the gifted hand of the Master has vanished, yet the childish voice of Tiny Tim pipes up bravely as he says, "God bless us all," at each festal gathering.

The Banquet

The centre of the table was occupied by a large bottle of Ted's favorite brand of whiskey and the space around it was so crowded with dishes containing roast venison, boiled ham, mashed potatoes and other delicacies, that there was just room for another plate for Tom. By the time Big Sam arrived Ted had put on the finishing touches and announced that all was in readiness, but said: "Gentlemen, before you sit down, fill up your glasses and drink a toast to the king; God bless him!" They did with becoming gravity and then took their places. Robin Hood and his merry men never sat down to a more tempting banquet under the green trees of Sherwood Forest, nor could there have been any keener appetites among them or greater capacity. Tom really believed Big Sam capable of surpassing even the redoubtable Friar Tuck in the latter respect.

Starting in with the famous bubble'n squeak, they partook of each course in turn without a murmur at its largeness, but, when Ted brought in the big plum pudding and proceeded to carve off an enor-

mous slice for each one they joined in a request to "Cut 'er down, Ted, for goodness sake," which he did very reluctantly. Tom noticed "Big" Sam casting a longing eye at the bottle and was not surprised, when, after some thought, he proposed a toast to "The Holmes, past and present." Following they called for a speech. With a twinkle in his eye Ted arose and responded, saying: "It ill becomes me to brag about my forefathers, but it is a fact of history that in times of national peril, Great Britain always looked to some member of the Holmes family for advice and that is the origin of the well-known proverb, 'The people were always ready to fight for their hearth and 'Holmes.'" One member of the family was a friend of Lord Chesterfield, but he so far outshone that gentleman in dignity and refinement of manner that a coldness sprang up between them in later life. You will find this member of the family mentioned by Lord Tennyson in his poems as 'The stately Holmes of Old England.' Then there was Oliver Wendell Holmes, who wrote the 'Autocrat of the Breakfast Table', and then we come to Sherlock Holmes, the greatest detective ever known, and then pausing for a moment, Ted continued rather sadly, 'Here am I, far-flung from the old ancestral home, fated to die unknown in the wilderness.'" "No! No!" said Tom, "We, who are guests tonight are witnesses of the hospitality which has made your name famous. Many a wandering prospector, fisherman and hunter have reason to be thankful for the good cheer and shelter of your 'little house by the roadside.'" Evidently wishing to break away from painful memories, Ted sat down and then, with return to his customary, genial mood, said: "But tell us, Mr. Healey, how it was that snakes were banished from Ireland?"

Healey, a spare built little man of morose disposition and few words, would, at most times, probably have refused such a request but under the influence of the season's spirit, he responded quite readily.

How Ireland Was Freed of Snakes

"At one time, as ye have all heard, Oireland was overrun wid snakes. This is the story as it was handed down to me from father to son. They were so numerous that the pable cud not keep them out of the porridge nor the pratie pots, so a diligation wint to St. Patrick and said, 'St. Patrick, the snakes are so bad that we can't live at all, at all, and we want yez to get rid of them.' So, St. Patrick said to the pable, 'Go back to yer homes and I'll attind to the matter.'"

"So St. Patrick sint the rats and they et up all the snakes, but by and by the rats got so thick that they wer worse than the snakes, so the people wint back agin to St. Patrick and knocked on the door of his shack and roused him out of a sound sleep. He came out rubbing his eyes and said: 'Yez are a restless and onaisy pable always disturbing me in me middytations, what do yez want now?' So the pable told him and he said, 'Go back to yer homes and lave it to me.' So back the pable wint agin and St. Patrick sint the monkeys and begorra they made short work of the rats. But before long the pable wint back agin to St. Patrick and said: 'What are we goin' to do wid the monkeys? They're killin' us and we can't tell them from the Oirish.' He looked at thim a moment and said, 'Bad cess to ye, am I niver going to be shut of yer wailin' and complainin'?' So he made a shamrock and pinned it on the shoulder of the leader, and goin' to a nearby hedge he cut a blackthorn shillaly, handed it to him, and said: 'Now, all of yez, go out and

kill the monkeys and by the shamrock ye can tell the Oirish from them.' So the papple wint back and soon made short work of the monkeys, but they do say that they missed a few." "Maybe so," said Ted with a grin, looking at Healey.

Healey bristled up, but before he could say anything, "Big Sam," the peacemaker, broke in by asking Tom what was his opinion about whiskey.

Opinions on Whiskey

"Well, Sam," said Tom, "I think whiskey is a good friend if not abused, but a bad enemy. Bob Ingersoll, the great lecturer, once sent a keg of whiskey to a friend and with it an eulogy, written in his usual florid style, which ran something like this, although I have forgotten some of it: 'I send you some of the finest whiskey that ever drove the skeleton from the feast, or painted landscape on the brain of man. It is the mingled souls of wheat and corn. Drink it, and you will feel within your blood the star-led dawn of perfect autumn days. Drink it, and you will hear the voice of men and maidens singing the harvest home mingled with the happy laugh of children. Drink it, and you will see the sunlight and shadow chasing each other over the billowy fields. For twenty years this golden liquid hath been imprisoned within its happy staves of oak, longing to kiss the lips of man.'"

"Well spoken," said Ted, "and I have read in a certain book which says, 'Give wine to those that be of heavy hearts. Let him drink and forget his poverty, and remember his misery no more.'"

"Well," broke in Big Sam, "in my opinion all whiskey is good whiskey, but some kinds is better than others."

"Now, gentlemen," said Ted, "draw your chairs around the fire and enjoy a smoke while I clear away the table, but first fill your glasses once more and drink to the wish that all future Christmasses will be as merry as this one."

They complied, and then drew up their chairs around the cheerful fire, lit their pipes, and sat enjoying a smoke in silence while Ted cleared the table. The old hunting dog, "Purp," was lying at the rear of the stove, his nose between his paws, but every little while the hair would bristle up along his back, and he would whine fitfully in his sleep, as the long, weird howl of a timber wolf, mingled with the scream of some wandering panther came faintly through the air from across the lake. Ted soon joined them and for a long time held them spell-bound as he took them with him when he stood along the yardarm of a wind-jammer, reefing in the frozen sails, while the blood dripped from the finger tips and the man beside him dropped to his death in the yawning depths below. On voyages into the far north on whalers, and among the sunny South Sea Islands in trading vessels, until at last Healey, thanking Ted for his hospitality, departed for his lonely shack, and the three remaining sought their bunks and were soon fast asleep.

No voice in the chambers,
No sound in the hall!
Sleep and oblivion,
Reign over all.

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STAR-SCRAPER HAS NEW ELECTRICAL FEATURES

(Continued from page 674)

the fill. Where speed of installation is essential, as it is in this building, the electrical contractor finishes his conduit work at one operation and goes on to the floor above, which causes less interference between trades and expedites the work considerably. In the Empire State Building, the electrical contractor completed one entire floor each working day. Conduits cast in the structural floor slabs are not subject to destructive corrosion as they are when installed in cinder fill. The thickness of the cinder fill required is, of course, reduced with this method of construction.

Miscellaneous Service

For the telephone and miscellaneous signaling services, such as tickers, messenger calls, telephones, etc., 12 three and one-half-inch conduits are installed from the 33rd Street side of the building to a room in the basement. This room is subdivided for the use of the various service companies. From this room, approximately 40 three and one-half-inch conduits are distributed to the lowest level of the various riser shafts, these shafts being used in common for the electric light and telephone and miscellaneous signaling distribution.

Interconnection boxes are provided in each shaft at each floor level for telephone and miscellaneous signaling services, but no conduits are installed in the riser shafts between these boxes, sleeves being provided through the floors at each level to allow the service companies to install their cables. Throughout the building, interconnection boxes for telephone and miscellaneous signaling services are provided spaced approximately 40 feet apart and located on interior columns, these being connected by conduits to the main boxes at the riser shafts. These boxes are located on interior columns for several reasons. The conduit runs are shortened and do not have to cross the underfloor ducts. The location away from the outer walls is preferable also in that these boxes are less likely to occur in private offices, etc., when the space is subdivided for tenants. It was found that ample width was available for these boxes on columns at which plumbing pipes were installed to provide for future water supply for tenants. Certain of these interconnection boxes are for use of telephones only and are 18 inches wide by 24 inches high. Others are for the combined use of telephones and miscellaneous services and are 24 by 24 inches.

Underfloor Ducts

In general, two lines of underfloor ducts are provided around the periphery of each floor throughout the building. These are of the six-square-inch area, open bottom, fiber type. One line of ducts is spaced four feet in from the outer wall of the building, and the second line is approximately nine feet in from the first line. These ducts are to be used in common for telephone and miscellaneous signaling distribution. Inserts will be installed in these ducts later when tenants' requirements are known.

Instead of providing a raised pad for the installation of these ducts as is customary, advantage is taken of the fact that all conduits are cast in the structural slabs. It was therefore necessary only to screed off the top of the structural slab before it had set along the route of the underfloor ducts, and trowel this surface. After the floors had set, the junction boxes of the under-

floor duct system were put in place and ducts laid between them along the areas which had been smoother as just described. The ducts were then held down with specially pre-formed tie wires attached to the structural slab with short hardened nails instead of with pitch.

It was felt that the underfloor ducts provided will take care of telephone and miscellaneous signaling wiring for a great majority of tenants' requirements, since the greater part of such equipment is usually located near the outer walls of the building. It will, of course, be necessary to run certain wires along the baseboard for telephones and other equipment located away from the outer bays of the building in which the floor ducts are installed. Generally speaking, equipment in these areas can be located close to a partition, and the wiring be installed along the baseboard which has been designed to conceal such wires.

A house telephone system of the automatic type is provided with a total of approximately 200 stations, one at each floor throughout the building, one in each elevator car, and others in elevator machine rooms, pump rooms and executive offices throughout the building to provide for quick intercommunication between the various building operating departments, between the elevators and starters, etc.

Temporary Service

For a building of this magnitude and in which speed of construction is so important, the wiring for the temporary light and power required during the construction period is a very considerable electrical system in itself. This system was planned in advance to be as simple as possible and so as to properly illuminate the work; to provide flexibility for wiring large motors, etc., which move upward as the work progresses; to interfere as little as possible with construction; and so that as much as possible of the temporary wiring could be installed so that it could remain in place without changing as long as required. The permanent wiring system is being installed by L. K. Comstock and Company; the temporary wiring system by J. Livingston and Company.

MACHINES AFFECT LABOR RELATIONS IN BUILDING TRADES

(Continued from page 678)

others. Even for the highly skilled trades such as bricklaying, plastering and carpentry, mechanical improvements in certain operations reduce the amount of actual work, totally eliminate hand labor or lighten whatever work there is. The carpenter is an assembler in many operations where 20 or 30 years ago he was a skilled worker. In some trades mechanical devices actually threaten to exterminate whatever craftsmanship a trade possesses. Such is the plight of plasterers and painters, whose opposition to the plaster gun and paint-spray machine emanates from this fear."

Mr. Haber then goes into detail describing as to just how each trade is affected by machinery.

Machinery is introduced to attain speed, more speed.

"This demand for speed has directly influenced the jurisdiction claims of the building-trades unions. Under union conditions, with each group organized into an exclusive craft union, the individual is restricted to a single trade. This specialization is simply the counterpart of the specialization in the employing branches of the industry, both directed toward an increase in efficiency. From this point of

view, the greatly criticized jurisdictional rules of the unions are sometimes necessary for the industry's requirements of speed."

At the same time the employer is affected. The old-time general contractor is being replaced by the specialist sub-contractor.

Mr. Haber next considers the industry as a competitive business, revealing the effect of the curbstoner, snowbird and job-peddler upon the industry. He understands the seasonal character of the work, and all its attendant evils, and bad effects upon the workers. He gives an exhaustive discussion of the apprentice shop problem. He does not shrink from the problem of jurisdictional disputes, but he treats them as a scientist. He sees the need of working rules which have for "their fundamental purpose, not unlike that of the business man's, namely, to share and equalize opportunity".

He discusses the "open" and "closed" shop fearlessly. He illuminates the history of the building trades, and, in particular, reviews the New York situation, Chicago, and San Francisco, cities he considers typical.

One of the sections of the book of vital interest relates to industrial co-operation. Here the book, it seems to us, inadequately presents the vital, pioneering work of the National Council on Industrial Relations for the electrical construction industry.

Labor unionists will be gratified that a book of such scholarly proportions has been written by one who understands the union movement.

HUNTING SLUMP CAUSES WITH GUN AND CAMERA

(Continued from page 673)

In 1929 the output of the manufacturing industries reached the highest point in history. Goods turned out by American plants were valued at \$68,000,000,000. Had industry paid the same proportion of this return in wages as it did in 1849, wage-earners would have received an aggregate of \$16,000,000,000. Instead, they were paid \$11,271,116,000.

"Many factors, such as the cost of machinery and the greater expense of distribution, enter into this comparison, but these figures are sufficient to contradict the popular belief that wages are high in America. On the basis of productive capacity American labor is cheap. A study of the increases in both wages and industry suggests that the working man is not yet receiving his full share of the wealth he helps to create.

"A glance at the more recent figures is more convincing. During 1927 wages amounted to \$10,848,802,000 and the products of the manufacturing industries were worth \$2,718,347,000. Wages increased in the following two years by \$422,214,000, in spite of the fact that fewer workmen were employed. But during that same period production was augmented to the extent of \$5,735,139,000. In other words, labor registered a gain of 3.8 per cent in its purchasing power, while the output of industry gained more than 9 per cent.

"In these figures lies the story of the industrial depression. While goods were being turned out at a pace never before equaled in history, the buying power of the public was making but small gains. When the climax was reached in the last months of 1929 a period of adversity was inevitable because the people did not have sufficient money to buy the surplus goods which they had produced."

9. Finally, there are those who believe the

trouble is inherent in the profit system, and is incurable.

* * *

As I sit humped over my reading here in the public library, I look out of the window to the yard where despondent men slump over park benches. Want, care, despair are their companions. How long can it go on? I ask, knowing the problem first-hand.

Household Electricity Most Deadly in Bathroom

That low-voltage electric wires as used in households are not entirely safe to handle, especially in the bathroom, is the conclusion of a committee of the American Society of Safety Engineers which has been studying household electric fatalities, expressed in a recent report to the National Safety Council, of Chicago. Over 100 recent electric deaths were traced by the committee to ordinary alternating current wiring at 110 volts, 31 of these accidental electrocutions being in households. The danger is especially great, the committee points out, when the person who touches the charged wire is wet or is standing on wet ground or on a wet floor. Several electrocutions, for example, have been of people working in wet cellars or underneath cellarless houses with portable electric lamps or other exposed wiring. Among household fatalities, the chief source of danger is the bathtub, with 12 deaths out of the total of 31. Undoubtedly this is because the person standing or sitting in a bathtub is apt to be wet so that the high electrical resistance characteristic of dry human skin is reduced. Seven household electrocutions were in the cellar group or where the victims were in contact with moist earth. Portable electric appliances like heaters, curling irons or heating pads were responsible for six deaths and amateur experimentation with electricity caused one fatality. One safety precaution which the report suggests is that portable electric appliances like heaters or curling irons never should be used in bathrooms where they may come in contact with wet skin.

"Australia this week abandoned its national military and naval academies, and plans to convert its munitions factories into plants for the production of commercial goods. While the naval college at Jarvis Bay and the military academy at Duntoon are being abolished, the government intends to develop its aviation service."—*The Progressive*.

Ball Lightning May Explain Myths of Vanishing Devils

Another example of the rare and mysterious variety of explosive electricity called "ball lightning" has been reported to the British Meteorological Office, in London, by Mr. Edward Kidson, of Wellington, New Zealand. Late in the afternoon of one day last June, that being the winter season in the southern hemisphere, a Mr. M. J. O'Sullivan was seated in the kitchen of his home in a suburb of the city of Auckland, talking with his mother. A gas stove was burning in one corner of the room. An electric lamp hung on a cord near the room's center. Suddenly there was a loud explosion and a bright yellow flash, apparently in empty space mid-way between the gas stove and the electric lamp. No damage was done and neither Mr. O'Sullivan nor his mother was injured. Contrary to what often is observed in instances of exploding ball lightning, no sulphurous or other smell was noticed. Rain was falling outside and the gas stove was near an open chimney down which the explosive electrified matter may have come, as ball lightning seems often to do. No further facts are available. Something caused a mysterious explosion in the O'Sullivan kitchen. Probably it was some form of atmospheric electricity. Study of these ball lightning phenomena not only is important, experts believe for electrical science and for meteorology, but is interesting also in the study of folk-lore, for primitive observations of occurrences like that described by Mr. Kidson may well have been the cause of the common popular idea of devils or other supernatural creatures appearing mysteriously and vanishing with a loud bang, a flash of light and a sulphurous smell.

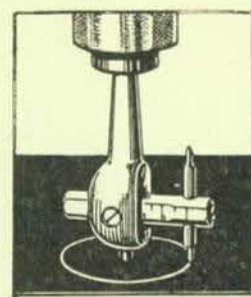
I do not despise genius—indeed, I wish I had a basketful of it instead of a brain, but yet, after a great deal of experience and observation, I have become convinced that industry is a better horse to ride than genius. It may never carry any one man as far as genius has carried individuals, but industry—patient, steady intelligent industry—will carry thousands into comfort and even into celebrity, and this it does with absolute certainty; whereas genius often refuses to be tamed and managed and often goes with wretched morals. If you are to wish for either, wish for industry—*Julian Ralph*.



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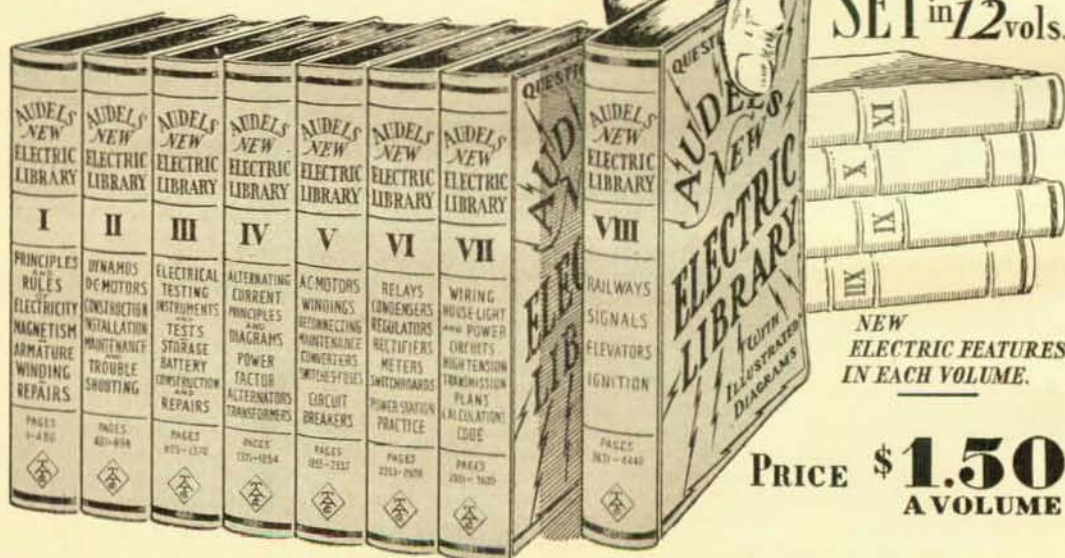
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LOCAL UNION OFFICIAL RECEIPTS FROM OCTOBER 11 TO NOVEMBER 10, 1930

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
I. O.	19308 20361	96	36438 36563	214	674414 674422	343	648388 648399	504	793353 793375
1	217506 218350	98	143359 145031	214	167074 167221	344	688784 688800	507	668030 668033
1	258476 258900	98	90001 90016	215	85466 85495	345	655496 655516	509	596775 596795
1	963699 963717	99	8619 8790	217	983615 983616	347	192001 192041	510	704127 704149
1	19501 19520	100	36901 36902	219	455767 455787	347	950565 950600	514	207221 207400
2	296891 297040	100	108076 108088	222	108751 108770	348	110181 110250	515	631457 631465
3	Series A, 28105-28187	101	574443 574451	225	627056 627069	348	189001 189130	516	618453 618475
3	" B, 6897-6900	102	110251 110372	226	705676 705710	349	663623 663655	517	695380 695397
3	" B, 7120-7123	102	35821 36000	229	654335 654344	349	123491 123708	520	801971 802013
3	" C, 402	103	43186 43290	230	18708 18750	350	914 922	521	706417 706418
3	" D, 6662-6698	103	126001 126040	230	93751 93777	351	197262 197275	522	904416 904454
3	" F, 4846-4850	103	31501	231	776157 776169	353	102001 102014	523	673527 673550
6	63901 64049	104	141351 141500	232	265372 265390	353	188979 189269	525	679491 679535
7	13801 13898	105	135938 135993	233	655372 655354	353	8701 8704	526	962343 962349
7	863473 863600	107	5505 5525	236	661225 661230	354	165165 165201	527	661579 661601
7	14701 14711	108	568451 568490	237	476991 477000	355	638549 638553	528	102774 102817
7	111751 111880	109	648731 648740	237	8701 8732	356	653138 653148	529	988132 988146
8	867940 86797	110	164119 164250	238	681247 681272	363	105853 105892	530	688554 688566
9	760951 761600	111	259203 259209	239	678517 678521	364	955717 955809	532	220593 220783
9	144001 144040	113	837143 837180	240	857726 857735	365	822303 822307	532	43801 43802
10	665456 665500	114	733716 733721	241	606892 606908	366	635072 635077	535	333495 333528
12	800784 800810	115	667172 667182	243	138776 138789	367	833345 833377	536	629893 629906
15	863780 863797	116	90751 90815	244	704347 704351	368	259562 259574	537	168843 168867
16	671458 671473	116	18001 18004	245	136841 136902	369	162976 163064	538	94528 94564
17	232111 232500	117	692804 692827	247	604360 604369	370	649493 649498	539	908022 908030
17	295201 295380	119	700163 700172	248	671820 671843	372	693411 693468	540	6046 6059
18	210153 210558	121	653980 653990	249	634230 634235	375	94959 95028	544	867251 867302
20	112292 112440	122	230291 230550	250	616177 616186	384	724484 724500	545	695126 695147
21	635131 635170	122	44701 44703	251	694928 694940	387	652033 652044	547	655818 655842
26	162001 162068	125	156152 156172	252	149417 149449	390	627797 627810	548	618638 618657
26	97671 97970	127	857075 857102	254	98906 98924	392	14048 14127	556	339491 339507
27	869002 869016	129	314550 314560	255	56516 56521	393	162151 162180	557	692427 692440
28	103174 103705	130	128267 128320	256	300519 300552	395	613070 613075	558	39261 39265
30	598429 598448	132	691767 691771	257	260128 260174	396	872503 872570	559	610278 610284
31	150519 150538	133	316204 316221	258	688162 688165	397	948711 948750	560	5101 5120
32	596965 596974	134	84401 84439	259	913750 913800	400	18301 18305	561	30267 30425
33	441664 441673	134	54147 54175	259	5401 5407	400	10311 10360	564	740718 740729
34	747084 747169	134	57471 57583	262	14701 14701	401	696360 696414	565	902779 902791
35	100489 100747	134	182111 182250	262	793057 793100	403	602218 602227	567	118501 118630
36	7501 7507	134	54751 55010	262	164251 164258	405	536828 536894	568	140878 141000
36	704991 705030	134	88501 88574	263	689827 689858	406	93163 93195	568	199501 199595
39	120683 120750	134	57751 58019	265	566951 566962	407	731922 731927	569	81622 81730
39	92251 92413	134	58501 59250	267	679472 679476	408	213810 213880	569	23401 23401
40	172081 172342	134	55501 56250	268	417437 417439	409	977488 977559	570	15898 15919
40	23101 23102	134	50251 50270	270	681535 681545	413	152736 152808	572	263142 263149
41	115501 115625	134	51751 52176	271	73701 73731	415	701452 701464	573	658735 658754
41	115878 116250	135	859361 859378	275	518087 518108	416	90847 90869	574	928454 928455
41	193501 194250	138	11101 11104	276	354435 354452	417	249572 249594	574	24001 24004
43	949551 949682	138	786076 786114	278	410686 410692	418	228945 229028	575	382482 382491
44	973457 973464	139	788336 788383	280	262838 262855	421	187550 187580	580	642718 642726
45	977691 977700	140	99499 99568	281	220386 220401	424	615161 615176	581	9421 9480
46	973441 973670	141	155196 155223	283	701636 701647	425	731699 731700	584	96127 96286
47	651119 651130	145	91996 92065	285	641192 641202	425	261901 261905	584	210751 210855
50	261053 261090	145	32103 32103	286	639352 639357	426	700446 700454	586	667013 667055
51	923167 923206	146	988731 988736	288	96751 96754	427	1201 1287	587	601078 601081
52	201001 201303	150	700789 700831	288	701266 701300	427	134477 134501	588	823641 823700
52	138198 138750	151	80655 80886	288	52501 52501	427	4501 4510	591	695641 695653
53	216179 216241	152	576341 576370	291	527822 527845	428	549314 549331	592	637717 637718
54	618057 618064	153	931378 931404	292	337201 337469	429	871667 871849	593	35971 35984
55	802394 802409	154	841810 841819	292	79478 79500	429	18901 18916	594	691516 691529
56	112756 112880	155	299701 299720	294	723199 723205	430	258098 258104	595	886098 886100
57	172612 172617	156	702674 702722	295	992398 992400	431	989959 989971	595	211501 211678
58	34501 34517	157	649825 649831	295	31201 31209	432	601873 601873	596	440458 440469
58	138001 138002	159	110607 110647	296	977077 977084	434	662171 662180	598	664442 664454
58	919851 920600	164	196750 196972	298	231021 231113	435	66591 66700	599	924561 924577
58	224251 224295	165	654595 654599	298	6301 6303	437	117491 117560	601	546483 546505
58	223215 223905	167	628780 628785	300	966797 966799	440	123641 123667	603	620731 620741
59	154401 154500	173	23101 23115	301	670615 670633	441	703476 703491	607	600854 600860
59	147001 147020	173	36601 36602	302	702857 702864	442	39813 39823	610	726386 726387
60	214771 214880	174	620005 620009	302	25801 25805	443	680339 680347	612	170264 170270
62	663938 663949	175	868557 868592	303	528230 528235	444	528586 528635	613	119565 119634
64	6001 6020	177	6301 6304	305	698590 698600	446	698749 698785	614	732074 732079
64	683035 683121	177	6321 6485	305	27301 27306	449	24315 24315	617	694081 694100
64	36751 36955	177	10501 10526	306	677548 677600	450	677612 677620	617	99751 99780
64	122251 122840	179	397464 397472	306	28201 28201	451	608182 608201	619	675349 675356
65	228311 228540	180	164344 164390	306	7201 7239	453	672722 672729	623	90039 90057
67	688937 688987	181	194333 194383	307	680653 680664	454	696489 696501	625	482143 482192
68	169788 169829	183	261612 261631	308	158694 158717	456	740511 740566	627	852540 852559
70	659026 659034	184	444247 444261	309	133218 133382	458	260818 260846	629	860438 860450
73	340331 340404	185	219894 219950	312	791571 791600	460	615801 615807	630	595400 595400
76	647656 647661	186	693575 693581	312	11401 11417	461	102039 102039	630	334201 334221
76	929519 929600	187	705926 705940	314	307336 307343	465	221251 221350	631	944808 944833
76	103501 103537	188	432385 432403	316	705222 705237	466	681880 681933	632	678276 678290
77	24601 24604	189	682416 682438	317	112501 112523	468	666235 666239	636	230945 230985
77	175013 176099	190	688035 688053	317	224248 224250	470	654927 654938	640	33400 33400
79	302053 302247	191	259854 259873	318	662193 662213	471	6917 6936	649	216879 216913
80	870766 870807	193	260562 260607	319	114311 114323	473	621004 621010	650	175754 175762
81	3085 3150	194	959393 959438	321	706758 706775	474	200391 200397	654	2403 2408
82	13124 13370	195	335837 335925	322	854669 854674	477	503943 503976	656	668461 668520
83	230157 230250	196	960069 960115	325	37891 37942	479	320931 320955	660	8421 8449
84	187501 187764	197	583648 583658	326	599802 599806	481	173751 173822	660	679901 679929
84	195255 195440	200	24856 24904	328	678984 679020	482	61551		

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
680	713089	713100	808	868893	868907	971	443064	443067	2-296927.
682	16501	16502	809	644516	644525	972	665062	665079	3-Series A. 28114.
683	926997	927000	811	968057	968061	982	439131	439137	28124, 28164, 28181-
683	4801	4830	817	127501	127504	987	976384	976389	28184.
685	697020	697041	817	146251	146270	991	677035	677042	3-Series D. 6680-6681.
686	30781	30790	817	198521	198570	995	639769	639797	17-295356.
688	18513	18525	819	656713	656721	996	626362	626380	18-210368, 541-544.
689	634772	634779	820	591531	591546	1002	59621	59674	20-112293, 413-415,
691	690414	690451	828	703177	703182	1021	970719	970721	429.
694	128299	128406	838	680955	680974	1024	118044	118085	26-162015.
695	717061	717089	840	664710	664730	1029	789679	789701	28-103532.
696	907679	907768	849	623455	623468	1032	767902	767922	35-100546, 549, 555,
697	168437	168638	850	746055	746080	1036	445923	445942	639.
701	812204	812268	854	204759	204805	1037	19501	19670	40-172294.
702	338485	338775	855	3919	3935	1042	673143	673147	50-261072.
704	212303	212327	857	683628	683641	1047	430465	430490	52-201141.
707	294704	294715	858	700090	700100	1054	733176	733180	58-920549, 554-555,
710	611284	611305	858	52801	52802	1057	482367	482380	576, 223217, 638,
711	213193	213276	858	139502	139527	1087	681263	681270	790, 797, 808,
713	184011	184500	862	619872	619893	1091	350882	350893	224260, 34506.
716	26401		863	702052	702075	1095	3922	3967	64-36779, 36811, 36851-
716	123751	124000	864	946593	946638	1099	787384	787418	36852.
716	1501	1507	865	98851	98948	1108	22806	22819	65-228449, 453, 465.
717	222203	222270	870	794469	794503	1118	1227	1308	79-302098, 183.
719	441573	441591	873	364230	364253	1118	901	905	82-13157, 13318.
722	978254	978272	874	664149	664174	1131	994461	994471	83-230160, 187571, 644.
723	25993	26043	875	625248	625257	1135	614112	614119	98-143572, 679, 878,
725	817774		877	680056	680085	1135	64201	64202	143998-144001, 031,
728	949407	949417	885	30604		1144	533891	533901	898, 970.
729	14771	14778	885	625	640	1147	691036	691100	99-8691, 8756.
731	460175	460191	886	259378	259405	1147	30901	30907	122-230446.
732	1801	1804	890	706376	706379	1151	459875	459876	138-786082.
732	125471	125523	892	651718	651740	1154	323136	323150	177-6432.
732	26701	26702	900	597640	597649	1154	30901	30902	183-261616.
734	139883	140003	902	543707	543737	1156	131251	131301	191-259856.
735	670890	670898	907	38966	38970	1156	114702	114750	195-335855.
743	1501	1506	912	6001	6004				215-85466-85468, 85488.
743	1801	1902	912	29189	29250				226-705676.
747	263428	263450	912	122251	122254				229-654323.
757	697368	697395	914	72714	72744				245-136851-860.
760	603295	603335	915	971330	971336				262-793099.
762	9002	9004	918	704719	704740				271-73722.
762	658681	658700	919	59291	59295				292-337201-210, 79484-
762	9001	9015	937	15245	15297				79500.
763	660104	660200	943	660221	660229				296-977082.
763	26101	26111	948	12901	12923				309-133319.
771	330560	330564	948	835091	835100				317-224248.
772	702254	702262	948	188201	188235				342-589316.
773	13201	13204	948	31501	31513				345-655503.
773	475446	475500	953	134188	134206				347-950565-569.
773	8101	8163	956	632895	632900				349-123615-622.
774	799429	799465	958	657267	657262				365-822306.
784	885260	885310	963	38576	38585				366-635076.
787	916157	916170	968	869542	869544				369-163029-031.
798	954481	954488	969	634105	634125				
802	674753	674762	970	694459	694466				

MISSING

82	13346-13367.
319	114309-310.
321	706770.
461	102028-038.
465	221341-345.
548	618648-656.
627	852541-550.
689	634771.
743	1504.
787	916168.

VOID

1	963703, 217531, 614,
	892, 258649, 732,
	745, 782, 858.

PREVIOUSLY LISTED
MISSING—RECEIVED

130	128041-205.
181	194324-331.
262	793041-050.
305	698544, 551, 563.
	578, 588.
389	591170.
502	674770.
660	8406.
684	538701-714.
943	609218-219.

BLANK

15	863970.
191	259854-855.

New Railway Train to Call For
and Deliver Passengers

A new vehicle which will call for commuters at their front doors, climb on the tracks at the railway station for the trip to the city and then climb off again when the city is reached and carry its passengers through the streets for delivery at their offices or other destinations is being tried in England by the London, Midland & Scottish Railway Company. The vehicle's secret is the possession of two sets of wheels; one set provided with pneumatic tires for road travel like an ordinary bus, the other equipped with steel tires and flanges for travel on rails. Power is provided as in ordinary busses or rail cars, by a gasoline engine like that of an automobile truck. Drive and control are similar to those of ordinary busses. Special machinery is provided by which the driver can raise or lower either set of wheels, so that one set is out of the way while the other is in use. Air brakes will work on either set of wheels, so that the vehicle may operate either as a one-coach railway train with all usual conveniences and safety appliances or as a road bus like any other. Competition with busses has dealt severe blows to

British railways, largely because the busses make as good time for short trips as do the trains and do not require changing vehicles at railway stations. The new rail-and-road vehicle will make still better time, it is expected, than ordinary busses, since it will be able to run faster while on the rails than a bus can run on the road. At the same time it will have all the conveniences of the ordinary road bus.

In the mind of him who is pure and good will be found neither corruption nor defilement nor any malignant taint. Unlike the actor who leaves the stage before his part is played, the life of such a man is complete whenever death may come. He is neither cowardly nor presuming; not enslaved to life nor indifferent to its duties; and in him is found nothing worthy of condemnation nor that which putteth to shame.

Test by a trial how excellent is the life of the good man—the man who rejoices at the portion given him in the universal lot and abides therein content; just in all his ways and kindly minded toward all men.

This is moral perfection: To live each day as though it were the last; to be tranquil, sincere, yet not indifferent to one's fate.—*Marcus Aurelius.*

Negroes' Nerves Larger and
Faster Than Whites

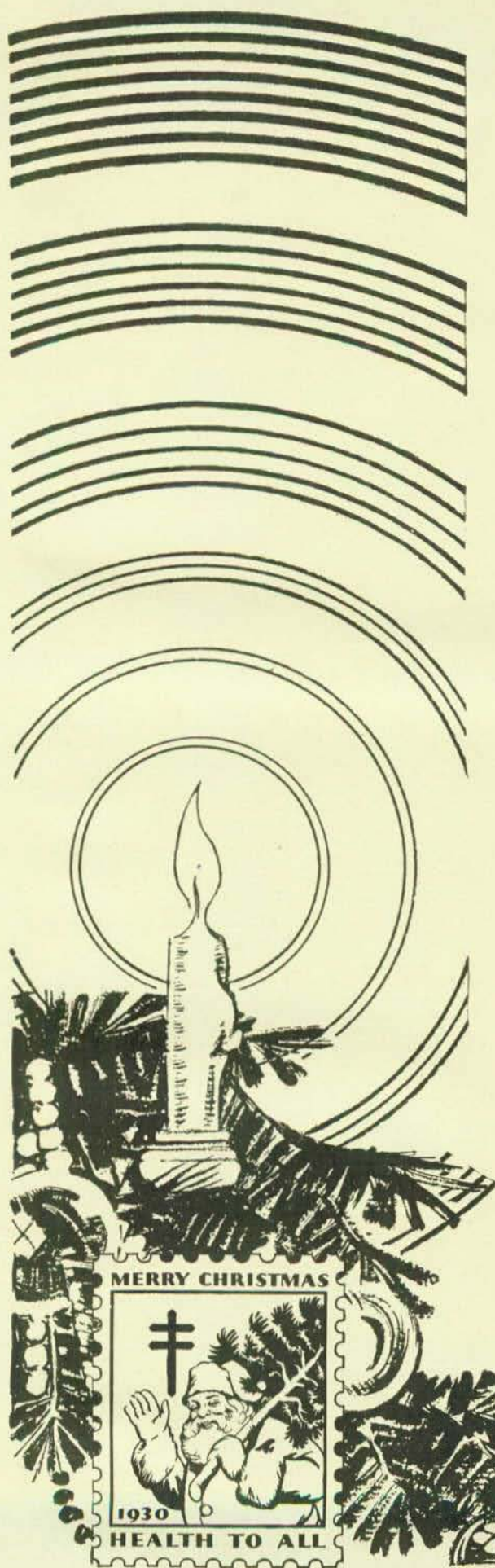
Negroes have larger nerves than white people, thus providing another piece of scientific evidence for the opinion of many anthropologists that the negro race is more highly evolved than the white one and that negroes have diverged more completely than whites from the primeval human stock. The new facts about comparative sizes of nerves have been discovered by Mr. Hiro Ide, of the Wistar Institute of Anatomy and Biology, in Philadelphia, who measured cross sections from corresponding parts of the sciatic nerves of 21 white males and 29 negro males. The sciatic nerve is the large nerve in the thigh, supplying the greater part of the foot and lower leg and being the nerve which sometimes suffers the painful inflammation called sciatica. Both the sizes of the entire nerve and the sizes of individual nerve fibers of which the nerves are composed were measured. Both were found notably larger in the negroes than in the whites. Comparing males with females, Mr. Ide found, also, that female nerve fibers are individually larger but that female nerves as a whole are smaller, the reason being that the female nerve contains a smaller percentage of mere connective tissue not involved in the nerve's duty of conducting stimuli. It is probable, Mr. Ide believes, that the speed with which messages pass over nerves is greater in the larger the nerve fibers, so that the negro nervous system may be expected to work a little faster than that of the white.

GLOVES

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SABIN COMPANY GLOVES, 536-35-40 West Federal Street Youngstown, Ohio

No. 109 Linemen's Grey Ruffed Cowhide hand
and back of fingers to
knuckles \$1.35



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NONE of us want it interrupted by ill health. Yet tuberculosis does not consult its victims. Constant and persistent warfare must be waged against this insistent enemy of health and happiness.

Every dollar you invest in Christmas Seals is spent for defense against tuberculosis—for prevention through education, for nurses for the sick, for health of school children. Protect the health of your community—your family—so that life may continue to be a joy.

THE NATIONAL, STATE AND LOCAL
TUBERCULOSIS ASSOCIATIONS
OF THE UNITED STATES

FIGHT TUBERCULOSIS
with
CHRISTMAS SEALS

STRANGE is our situation here upon earth. Each of us comes for a short visit, not knowing why, yet sometimes seeming to divine a purpose.

From the standpoint of daily life, however, there is one thing we do know: that man is here for the sake of other men—above all for those upon whose smile and well-being our own happiness depends, and also for the countless unknown souls with whose fate we are connected by a bond of sympathy. Many times a day I realize how much my own outer and inner life is built upon the labors of my fellow men, both living and dead, and how earnestly I must exert myself in order to give in return as much as I have received. My peace of mind is often troubled by the depressing sense that I have borrowed too heavily from the work of other men.

—ALBERT EINSTEIN.

